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President's message/Le mot de la présidente

Whither the federal role?

If not always valued for it, Canadians nonetheless are generally regarded as a mild-mannered, reasonable people. Perhaps it is this character which renders their frequently fierce protectiveness of some federal programs, captured under the "social safety net" rubric, both mysterious and troubling to politicians responsible for setting and implementing spending priorities.

All federal politicians learn that they reduce commitments to programs such as Medicare, Family Allowance and Old Age Security at their peril. If politicians appear inadequately schooled in this regard, Canadians often have been prompt to re-instruct them. A good illustration was the response to a federal attempt to de-index OAS. Quick, remarkably well-organised, and reportedly involving the Prime Minister's mother, the counter-campaign mounted by seniors in every Canadian province embarrassed the federal government into withdrawing the May, 1985 proposal for de-indexing.

Programs in the safety net benefit all Canadians in need of them, regardless of province or place of residence. But it may not be this form of "universality" which evokes Canadians' readiness to defend these programs. Instead, we might consider whether their response mirrors the long shadow of the Great Depression in the Canadian collective memory.

Surely the understanding that arose from

the '30s was that some risks were too great to be borne alone by individuals, single families, municipalities or, in the last analysis, individual provincial treasuries. Many families and municipalities throughout Canada were crippled by their efforts to deal with the hardship of the '30s, and at least Alberta's treasury almost collapsed into default under the weight of its efforts to cope with the Depression.

While some programs now within the safety net were initiated in provinces hardest hit by the Depression, they gradually gained acceptance across all of Canada. This accomplishment reflected a shared understanding, and acknowledged that some economic risks were so great they properly ought to be shared by all Canadians. Pooling economic risk meant, as well, pooling benefits.

Canadians implicitly recognised this when such programs were initiated and funded through federal taxation powers. That Canadians came to share this understanding is another significant, if unrecognised, part of the national dream or le rêve pour la nation.

Why should any of this be of interest to those who care about post-secondary education and research? It's because the history of consensus in Canada about federal taxation and expenditures must be coupled with contemporary and emerging trends, if a strategy for reversing the pat-

tern of under-funding universities and research is to be developed.

Since its election in 1984, the federal government has apparently been committed to reducing the federal deficit. Without diminishing its share of the tax bite, it continues to seek new ways to reduce expenditures. At the same time, many provinces and some municipalities desire more tax revenue. The provinces, in particular, remain unwaveringly prepared to resist federal efforts to raise revenues by means which would reduce their tax room. In this area at least, they seem remarkably united.

Very recently, we witnessed a quite stunning example of this and the real, considerable tension in federal-provincial taxation policy. In what is surely one of the more unique moments in the history of relations between the provinces and the federal

See "Federal Role", page 8



Pamela Smith

Jusqu'où va le rôle du fédéral?

S'ils ne sont pas toujours estimés ainsi, les Canadiens sont néanmoins généralement considérés comme un peuple raisonnable et tempéré. Peut-être est-ce cette caractéristique qui rend leur ardeur à souvent vouloir protéger un quelconque programme fédéral, comme en témoigne l'expression "le filet de sécurité social", à la fois mystérieuse et troublante pour les politiciens chargés d'établir et de mettre en oeuvre les priorités de dépenses.

Tous les politiciens fédéraux finissant par apprendre que c'est à leurs risques et périls qu'ils touchent à des programmes comme l'assurance-maladie, les allocations familiales et la sécurité de la vieillesse. Si les politiciens semblent être quelque peu ignorants de la réalité, les Canadiens, en général, s'empressent de leur rafraîchir la mémoire. Les réactions à la tentative du fédéral de désindexer les prestations de sécurité de la vieillesse en sont un bon exemple. Rapide et remarquablement bien organisée, la réplique des personnes âgées de chaque province, à laquelle a participé, a-t-on rapporté, la propre mère du premier ministre, a gêné le gouvernement fédéral à telle enseigne qu'il a dû retirer le projet de désindexation de mai 1985.

Les programmes constituant le "filet de sécurité" profitent à tous les Canadiens qui en ont besoin, peu importe leur province ou leur lieu de résidence. Cependant, ce

n'est peut-être pas cette forme "d'universalité" qui explique l'empressement des Canadiens à défendre ces programmes. Nous pourrions plutôt nous demander si leur réaction ne reflète pas l'ombre de la Grande dépression dans la mémoire collective canadienne.

La leçon tirée des années 1930 fut certes qu'il était trop exigeant pour les particuliers, les familles monoparentales, les municipalités ou, en dernière analyse, les trésoriers provinciaux, de supporter seuls certains risques. De nombreuses familles et municipalités d'un océan à l'autre furent réduites à la misère par leur lutte contre l'austérité des années 1930. Au moins une province, l'Alberta, a frôlé la faillite en essayant de composer avec la Crise.

Alors que certains programmes, qui font maintenant partie du "filet de sécurité" furent instaurés dans les provinces les plus touchées par la crise, ils furent graduellement acceptés d'un bout à l'autre du pays. Cela traduisait une commune compréhension de la situation et témoignait du fait que certains risques étaient si grands qu'il fallait qu'ils soient partagés par tous les Canadiens. La mise en commun des risques économiques signifiait également le partage des avantages.

Les Canadiens l'ont implicitement reconnu lorsque ces programmes furent instaurés et financés au moyen des

pouvoirs fiscaux du fédéral. Le fait que les Canadiens en sont venus à partager cette compréhension de la situation constitue une autre portion importante, bien que non reconnue, du rêve de la nation ou du "national dream".

Pourquoi toute cette entrée en matière devrait-elle intéresser ceux qui se soucient de la recherche et de l'enseignement post-secondaire? S'il faut élaborer une stratégie pour renverser la tendance du sous-financement des universités et de la recherche, cette entrée en matière est d'intérêt parce que l'historique du consensus au Canada au sujet de l'imposition et des dépenses fédérales doit être associé aux tendances contemporaines et naissantes.

Depuis son élection en 1984, le gouvernement fédéral semble engagé à réduire le déficit budgétaire. Sans diminuer la part qu'il va chercher en impôts, il continue d'envisager de nouveaux moyens de réduire les dépenses. Par ailleurs, de nombreuses provinces et quelques municipalités souhaitent davantage de recettes fiscales. Les

Voir "Rôle du Fédéral" à la page 8

Universities: the Key to Canada's Future

by the Honourable Gerry Weiner
Secretary of State of Canada

Education has always had a powerful influence on the economic and social progress of nations, and universities have long been leading forces for social change. The members of the Canadian Association of University Teachers - teachers, researchers and librarians - have a special role to play in identifying alternatives for Canada's future, helping us as a nation choose among them wisely, and contributing to the successful implementation of our choices. As the choices become more demanding, education must move higher on the list of national priorities.

The importance of education as a national priority was underlined recently by the Prime Minister. Pointing out that "Canada's future well-being depends on the quality of education we provide our children today," Mr. Mulroney called for "a collective study of our education system, its relation to Canadian competitiveness, and its relevance to the international challenges of the year 2000." He remarked that "the quality of a nation's system of education is a reflection of its civilization." The Prime Minister's remarks made clear that he was speaking about strengthening all levels and types of education and training, from basic literacy for adults to post-graduate studies, and he indicated his desire to cooperate with Premiers in this field.

Our universities will be asked to contribute even more to the competitiveness of our business and industry, to help us as a society understand and strengthen our evolving identity, to provide solutions to such global issues as protecting the environment.

An increasing number of Canadian parents, educators, and business people, are concerned about our ability to compete in an increasingly challenging international marketplace. We look to education both to provide a new generation with skills and knowledge, and to upgrade the capabilities of those already in the work force. In this renewal, our universities will continue to play a key role, and as Secretary of State, I have a responsibility to represent the concerns and aspirations of the higher education community within the federal government.

Challenge and change are nothing new for our universities. Ever since the enormous expansion of post-secondary education in the 1960's, they have been required to adapt to new demands, and often to do so with resources that are stretched thin. It is now clear that the 1990's will, in many ways, be a still more challenging decade. Our universities will

be asked to contribute even more to the competitiveness of our business and industry, to help us as a society understand and strengthen our evolving identity, to provide solutions to such global issues as protecting the environment. While doing all of these things and more, universities will be expected to continue in their traditional role of maintaining excellence in scholarship, teaching, and research.

Canada has always relied on its universities to provide a small but critical portion of the total human resources needed for social and economic development. Now the demand is both larger and more urgent, and we look to our universities for the highly qualified people required in increasing numbers to help us prepare for the 21st century.

Many of the areas of knowledge that are critical to our future did not exist twenty years ago, and by the time today's high school students have completed their post-secondary education, new areas that we can hardly foresee will have become dominant. It is our universities which play the key role in creating this new knowledge, and they must help us apply it to the benefit of Canada and the world.

Universities must also help to advance, through research and development, the technologies required to design new products that equal or exceed those of our competitors. As well they must contribute to the managing, training, and marketing that are just as important if these products are to be successful in the marketplace. The natural sciences and technological fields are crucial to Canada's future, but they are not enough.

As the federal Minister with responsibility, and research.

One of the central characteristics of ability for the Social Sciences and Humanities Research Council, I have a special concern for the role played by the humanities and social sciences in shaping Canada's future. These disciplines are indispensable for an understanding of the repercussions of new technology on human activities and for establishing the social priorities that help us attain the quality of life we desire. The social sciences and humanities are also essential if we are to fully understand the multicultural and multiracial reality of Canada.

Canada enjoys a post-secondary participation rate second only to that of the United States. However, there are still many who could benefit from higher education, but who do not get the opportunity. Federal and provincial governments alike recognize that some groups of Canadians, such as native citizens, disabled persons, single parents, and the geographically isolated, are not equitably represented. Ensuring broad access to post-secondary studies, especially for such under-represented groups, is a national concern and a major challenge for the universities themselves.

To meet the expectations and needs of Canadian society in the 1990's,

universities will need to renew themselves. This will mean continual evolution in the subjects that are taught, in the organization of faculties, and in the interdisciplinary programs that are an increasingly important feature of our universities' contribution to Canada's human resources. It will demand flexibility and leadership on the part of administrators and teachers. Universities will have to replace a large part of their most important resource - the faculty - as increasing numbers approach retirement. They will also need to adapt their efforts to new demands of students, communities, and industry. In so doing, however, they must preserve their integrity and commitment to the fundamental missions of scholarship, the next few years will be the continuing competition for scarce public resources. We are all learning to live within limited means and to obtain maximum impact from our resources. Universities will need strong and imaginative leadership - the more so because, unfortunately, the 1990's are not likely to be a time when governments will be able to meet all of the funding demands that confront them. There will never be enough money to do all the things we would like to do. It will be a time for tough decisions about priorities and about using the available resources still more effectively.

Federal and provincial governments alike recognize that some groups of Canadians, such as native citizens, disabled persons, single parents, and the geographically isolated, are not equitably represented. Ensuring broad access to post-secondary studies, especially for such under-represented groups, is a national concern and a major challenge for the universities themselves.

Our government has consistently worked to support the university enterprise. The Speech from the Throne in October 1986 formally reaffirmed our commitment to cooperate with the provinces and territories to support a system of post-secondary education based on excellence and equality of opportunity. This commitment is reflected in the growing financial support we provide to higher education, both directly and through transfers to the provincial governments under the Established Programs Financing arrangements.

The EPF arrangements provide a combination of cash and tax points which together cover a major portion of the costs of higher education. These



Gerry Weiner

transfers will provide approximately \$5.7 billion this year, growing to nearly \$6.0 billion next year. Support for university research, student assistance, and other forms of direct funding will add about \$1.3 billion this year, for a total of over \$7.0 billion in federal support to post-secondary education.

The government's policies on science and technology, as well as its programs of support for research and development, accord a major role to university research. Since 1984, we have given high priority to strengthening Canada's performance in these fields and to building a national consensus on their importance for our competitiveness. We have involved the private sector, the universities, the provincial governments, and other stakeholders in a dialogue on Canada's future.

One particularly important initiative to this end was the establishment in 1987 of the National Advisory Board on Science and Technology (NABST), under the personal chairmanship of the Prime Minister. The Prime Minister also sponsored the National Conference on Technology and Innovation held in Toronto in January 1988.

During the last few years the federal and provincial governments have developed an effective working relationship in the area of science and technology. A major achievement was the establishment in March 1987 of the Council of Federal and Provincial Science and Technology Ministers. This led to the ratification of the first National Policy on Science and Technology.

In August of this year, a National Forum of Science and Technology Advisory Councils was held in Halifax, at the invitation of Premier John Buchanan of Nova Scotia. This brought together the members of each of the ten provincial councils, the Science Council of Canada and the National Advisory Board on Science and Technology. The Forum continued the work of building linkages among advisory councils and examined issues where there is scope for

See "Future", page 4

Future

Continued from page 3

collective action.

The government has also substantially increased its support for university-based research through the three granting councils: the Natural Sciences and Engineering Research Council (NSERC), Medical Research Council (MRC), and the Social Sciences and Humanities Research Council (SSHRC). It announced in 1986 the first Five-Year Plan for the funding of university research. The plan provided substantial increases to the base budgets of the three granting councils and, in addition, provided up to \$380 million over four years to match private-sector contributions to university research. A further increase of \$200 million over five years to the base budgets of the research granting councils was announced in 1988.

In a further move to promote excellence in Canadian scientific research and long-term industrial competitiveness, the Honourable William Winegard announced on October 26, 1989 the 14 proposals accepted for funding under the Networks of Centres of Excellence Program. This program, which will provide \$240 million over five years, represents a unique opportunity for some of the nation's top researchers in universities, industry, and government to work together in a coordinated, multi-year effort. The selected networks represent a cross-section of the natural and medical sciences and engineering and will reach into the manufacturing, resource, and high technology sectors across the country. The projects will boost Canada's performance in science and technology, develop world class engineers and scientists, and begin a new era of collaboration amongst researchers. The networks were selected by a peer review committee of 23 leading in-

our best students will be receiving support.

In another initiative designed to support scholarship and research, the Government agreed in 1989 to provide funding of up to \$1 million per year to support the work of the Royal Society of Canada, and to help develop its role as Canada's national academy. With these funds, the Royal Society will undertake a major program of research evaluation, promote equity for women in science, and develop greater public awareness of science and technology.

Access to higher education continues to be a priority for federal and provincial governments alike. They work together and in partnership with universities and colleges to provide financial aid to individual students in need. Since the Canada Student Loans Program was established 25 years ago, more than 1.5 million Canadians have advanced their education with the help of this program, and last year approximately 225,000 students obtained loans worth over \$589 million. The program has been a mainstay of student financial assistance in Canada, complementing the programs operated by each of the provinces and territories.

A full review of Canada's student assistance policy is under way. Consideration will need to be given to the special circumstances of some students, including those studying part time, ones with disabilities, single parents, and those from low-income backgrounds. At the same time, the need for fiscal restraint has also become apparent.

In conducting its review, the federal government is collaborating with the provincial governments and the other groups involved with student assistance to improve and revitalize the Canada Student Loans Program. This year, for example, following extensive consultations with provinces and groups like the Canadian Federation of Students and the CAUT, we introduced several amendments to the Program's regulations. These included measures designed to ease the repayment burden for some former students by allowing greater flexibility in setting repayment terms.

We still have to do more. We are committed to helping those students who most need financial assistance while at the same time, respecting the imperative of restraining government spending.

Given the nature of the constitutional arrangements, federal and provincial governments have long recognized the need for cooperation in the interest of Canadian post-secondary education. Since 1984 the governments have worked together more closely and the federal-provincial dialogue and collaboration on education matters have improved significantly. In October 1987, for example, we co-sponsored the National Forum on Post-Secondary Education, held in Saskatoon. Since then several meetings between federal Ministers and the Council of Ministers of Education, Canada, have been held.

My predecessor, the Honourable Lucien Bouchard, met the newly formed Ministerial Postsecondary Committee of the Council in Québec City in June

1988. There, for the first time, federal and provincial ministers met jointly with representatives of some major interest groups involved in post-secondary education, including the Canadian Association of University Teachers. Other federal ministers have also met with the Council of Ministers of Education to discuss specific responsibilities. For example, the Honourable Barbara McDougall and her fellow Ministers responsible for the status of women met the Council in February 1989 to discuss issues related to women in science and the labour market.

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For my part, I met with the CMEC on September 25, 1989. As you know, student aid has been on our agenda regularly over the last few years, and we agreed that further federal-provincial cooperation was essential to ensure that the needs of students are addressed.

Also on our agenda was a new topic, multiculturalism in education. All members of the CMEC shared my concern that we ensure that every young Canadian has the chance to live up to his or her full potential and to be well prepared for life in our multicultural society. We agreed to cooperate more closely in this area.

The federal government and the CMEC also reached two agreements in September. The first one deals with the creation in Canada of a Commission for the International Recognition of Studies, Degrees and Diplomas which I announced jointly with the Chairman of the CMEC, the Honourable Sean Conway, and the Secretary of State for External Affairs, the Right Honourable Joe Clark.

This Commission will enable Canada to implement the UNESCO Convention on the Recognition of Studies, Diplomas and Degrees. It will provide up-to-date information on the education systems of other countries to assist Canadian colleges, universities, and professional associations to establish equivalencies for foreign degrees and diplomas. At the same time, the new Commission will be charged with making Canadian degrees and diplomas better known and promoting their recognition in other countries. The Commission will be administered by CMEC with its operating cost shared equally by CMEC

and my Department. Members of the Commission will be designated by the provinces, the federal government, and interested organizations.

The second federal-provincial agreement is a three-year Protocol establishing a Canadian Education Statistics Council. The Council, which will be co-chaired by a provincial deputy minister of education and the Chief Statistician of Canada, will develop a new Canadian Education Statistics Program. It will provide researchers, analysts, administrators, policy and planning officers, and all other concerned individuals with the information fundamental to sound decision-making in education.

Following the renewal of the Official Languages in Education Program with a five-year budget of \$1.2 billion, the Honourable Lucien Bouchard and the Council of Ministers of Education, Canada, concluded a new five-year Protocol for agreements on minority-language education and second-language instruction in November 1988. The Protocol provides a basis for bilateral agreements with the provinces and territories which help to maintain and enrich the use of Canada's two official languages at all levels of education, including post-secondary. As part of these agreements, the federal government also concluded an agreement in 1989 with Nova Scotia to establish the new Collège de l'Acadie, using the latest distance education methods to deliver courses in French to Acadians in that province. The federal government has also agreed with Ontario to establish the Cité collégiale and other measures to improve services for Ontario Francophones at the community college level.

The need for federal-provincial dialogue and collaboration is more urgent than ever if we are to reach the high standards of educational excellence which Canada needs to meet the rigour of the international market place. Governments must develop an effective long-term working relationship that will help our universities and colleges prepare for the 21st century. I am committed to seeing this happen.

The Prime Minister has appropriately reminded us that "the future lies in our system of education," and that this nation urgently needs the talents of its educators. The members of the Canadian Association of University Teachers have long been aware that education is a national concern for Canada. The work you do in teaching, research, and advising policy makers is crucial to making the difficult choices we face in the coming decade. This is a task which the members of the CAUT have accomplished particularly well over the years, and one I encourage you to continue with renewed vigour. You and the Canadian universities are, after all, part of the solution and the Government of Canada looks forward to continuing cooperation with you.

Gender specific language in advertisements

The Executive of CAUT has adopted the policy that the Bulletin shall not accept advertisements using gender specific language except when that language has been mandated by human rights legislation.

Ever since the enormous expansion of post-secondary education in the 1960's, they have been required to adapt to new demands, and often to do so with resources that are stretched thin.

ternational scientists as well as an advisory committee of eminent Canadians.

As part of its commitment to ensuring an adequate supply of the highest-quality scientific personnel, the government has provided \$80 million over five years to fund the Canada Scholarships Program. Each year, 2,500 scholarships worth \$2,000 each, renewable for up to three further years, are awarded to top students entering undergraduate studies in eligible fields of science and engineering. To encourage a more equitable representation in these disciplines, at least half of the awards at each university go to women students. The program is now in its second year, and when it reaches its full level, around 10,000 of

L'université, clé de notre avenir

par l'honorable Gerry Weiner,
Secrétaire d'État du Canada

L'éducation a toujours été l'un des nerfs moteurs des progrès économiques et sociaux des pays, et les universités ont, depuis longtemps, une influence déterminante sur l'évolution sociale. Les membres de l'Association canadienne des professeurs d'université — professeurs, chercheurs, bibliothécaires — peuvent contribuer, de façon toute particulière, à identifier les options qui s'offrent au Canada pour préparer son avenir, à nous aider, en tant que nation, à choisir les plus judicieuses et à participer au succès de leur mise en oeuvre. Au fur et à mesure que ces choix se feront plus impérieux, l'éducation devra monter de plusieurs crans dans l'échelle de nos priorités nationales.

Dans une allocution qu'il a prononcée récemment, le Premier ministre a insisté sur l'importance de l'éducation en tant que priorité nationale. Le bien-être futur de la population canadienne dépend de la qualité de l'éducation que nous donnons à nos enfants aujourd'hui, a-t-il dit, avant d'ajouter qu'il aimerait voir entreprendre une étude collective de notre système d'éducation, de sa relation avec la compétitivité du Canada et de sa pertinence vis-à-vis des défis internationaux de l'an 2000. A ses yeux, la qualité du système d'éducation d'un pays est un reflet de sa civilisation. Ses propos ne laissent pas de doute : il s'agit d'améliorer l'enseignement et la formation sous toutes les formes et à tous les niveaux, à partir des cours d'alphabétisation de base pour les adultes jusqu'aux études universitaires, et il a dit vouloir collaborer avec les premiers ministres provinciaux dans ce domaine.

Un nombre croissant de Canadiens et de Canadiennes — parents, éducateurs ou gens d'affaires — se préoccupent de notre aptitude à pouvoir soutenir la concurrence sur le marché international, une concurrence qui se fait toujours de plus en plus vive. Nous comptons sur l'éducation pour engendrer chez nous de nouvelles compétences et pour améliorer les capacités de ceux et celles qui font déjà partie de la population active. En d'autres termes, il faut entreprendre une ère de renouveau, et les universités continueront à jouer ici un rôle déterminant. En ma qualité de Secrétaire d'État, je dois faire part au gouvernement fédéral des aspirations et des préoccupations des milieux de l'enseignement supérieur.

Ce ne sont évidemment pas les premiers défis que nos universités doivent relever, ni la première fois qu'elles doivent s'ajuster à l'évolution de la société. Depuis la vaste expansion qu'a connue l'enseignement postsecondaire dans les années 60, les universités ont dû sans cesse s'adapter aux nouveaux impératifs du moment, et plus souvent qu'autrement, avec des ressources plutôt limitées. Il est, d'ores et déjà, évident que la décennie qui s'amorce sera, sous bien des rapports, encore plus exigeante. Nos universités seront davantage solli-

citées pour aider nos commerces et nos entreprises à devenir encore plus compétitifs, pour aider notre société à mieux saisir et à consolider le sens de notre identité, pour trouver des solutions à certaines questions qui se posent à l'échelle planétaire, telle par exemple la protection de l'environnement. Nous leur confierons toutes ces missions et bien d'autres encore, mais sans pour autant leur demander de délaisser leur vocation traditionnelle, qui est d'atteindre à l'excellence dans l'enseignement et la recherche.

Le Canada a toujours compté sur ses universités pour lui fournir une portion — petite, mais combien importante — des ressources humaines dont il a besoin pour poursuivre son développement économique et social. Or, ce besoin est dorénavant plus grand et plus impérieux encore, car nous attendons des universités qu'elles forment, en nombre croissant, les gens hautement qualifiés qui nous aideront à nous préparer pour le 21^e siècle.

Bien des sphères de connaissances, si importantes pour notre avenir, n'avaient pas encore vu le jour il y a une vingtaine d'années. Et lorsque les étudiants et étudiantes, qui sont aujourd'hui à l'école secondaire, auront terminé leurs études postsecondaires, de nouveaux domaines d'activité, que nous pouvons à peine entrevoir aujourd'hui, accapareront les esprits. Ce sont nos universités qui, en tout premier lieu, contribuent à produire ces nouvelles connaissances, et elles doivent nous aider à en faire bénéficier le Canada et le monde.

Ce sont nos universités aussi qui, par une recherche génératrice de nouvelles découvertes technologiques, nous aident à élaborer de nouveaux produits de qualité équivalente, voir supérieure, à ceux de nos concurrents. Nos universités doivent également faire leur part dans le domaine de la gestion, de la formation et de la commercialisation, si nous voulons que ces produits s'écoulent bien sur le marché. Les sciences naturelles et les disciplines technologiques sont de la plus haute importance pour l'avenir du Canada, mais elles ne sont pas suffisantes.

En tant que ministre responsable du Conseil de recherches en sciences humaines, je dois dire que je m'intéresse tout particulièrement au rôle que jouent les sciences humaines pour forger l'avenir du Canada. Elles nous sont indispensables pour mieux saisir les répercussions des nouvelles technologies sur l'activité humaine et pour établir les priorités sociales qui nous permettront d'atteindre à la qualité de vie à laquelle nous aspirons. Elles le sont également pour nous aider à comprendre vraiment la réalité multiculturelle et pluraliste du Canada.

Le Canada vient au deuxième rang, tout de suite après les États-Unis, pour le taux d'inscription aux études postsecondaires. Cependant, beaucoup d'autres aimeraient suivre des études supérieures mais n'en ont pas la chance. Le gouvernement fédéral et les gouvernements provinciaux sont conscients

que certaines catégories de Canadiens — les autochtones, les personnes handicapées, les chefs de famille monoparentale, ceux et celles qui demeurent dans des régions isolées — n'y sont pas proportionnellement représentés. C'est une préoccupation nationale, et un défi de taille pour les universités, que d'ouvrir grandes les portes de nos établissements d'enseignement postsecondaire, en particulier pour les groupes sous-représentés.

Pour répondre aux attentes et aux besoins de la société canadienne dans les années 90, les universités devront se renouveler. Il leur faudra continuer de suivre de près l'évolution des disciplines qu'elles enseignent, réorganiser leurs facultés et raffiner leurs programmes interdisciplinaires, qui représentent un apport de plus en plus important des universités au développement de nos ressources humaines. Les administrateurs et les professeurs devront faire preuve de souplesse et de dynamisme. Les universités devront renouveler, en grande partie, l'une de leur plus importantes ressources, leurs professeurs, car de plus en plus nombreux sont ceux qui approchent de l'âge de la retraite. Elles devront aussi apprendre à s'adapter aux nouvelles exigences des étudiants, des collectivités et des industries. Ce faisant, elles devront néanmoins conserver leur intégrité et ne pas perdre de vue leur mission fondamentale : le savoir, l'enseignement, la recherche.

Pas plus qu'aujourd'hui pourra-t-on, dans un avenir prévisible, compter sur une abondance de fonds publics. Nous devons tous apprendre à tirer le maximum de nos ressources limitées. Les administrateurs de nos universités devront faire preuve de leadership et d'imagination, d'autant plus que, malheureusement, il est peu probable que les gouvernements soient en mesure de répondre à toutes les demandes de fonds qui leur seront adressées. Il n'y aura jamais assez de fonds pour faire tout ce que nous aimerions faire. Il faudra prendre des décisions difficiles quant à l'établissement des priorités et à l'affectation encore plus judicieuse des ressources dont nous disposons.

Notre gouvernement s'est continuellement efforcé d'appuyer l'entreprise universitaire. Dans son discours du trône d'octobre 1986, il a réaffirmé officiellement sa détermination de collaborer avec les provinces et les territoires pour soutenir un système d'enseignement postsecondaire qui repose sur l'excellence et l'égalité des chances. Témoin de cet engagement, l'aide financière croissante que nous versons à l'égard de l'enseignement supérieur, soit directement soit par des transferts aux gouvernements provinciaux aux termes des arrangements relatifs au Financement des programmes établis.

Ces arrangements prévoient des transferts en espèces et en points d'impôt qui, ensemble, absorbent une grande partie du coût de l'enseignement supérieur. Ces transferts équivaldront à quelque 5,7 milliards cette année, et



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avoiseront les six milliards l'an prochain. Le soutien à la recherche universitaire, l'aide aux étudiants et d'autres formes de financement direct représentent des versements additionnels d'environ 1,3 milliard cette année, ce qui fera, au total, plus de sept milliards au titre de l'appui fédéral à l'enseignement postsecondaire.

Les politiques du gouvernement en sciences et en technologie et ses programmes de soutien en recherche-développement témoignent de l'importance qu'il attache à la recherche universitaire. Depuis 1984, nous tenons pour hautement prioritaire le rendement du Canada dans ces domaines et nous cherchons à bien faire comprendre au public qu'il en va de notre compétitivité. Mon collègue, l'honorable William Winegard, ministre d'État chargé des Sciences et de la Technologie, a fait participer au dialogue sur notre avenir le secteur privé, les universités, les gouvernements provinciaux et les autres artisans de notre devenir.

L'une des initiatives importantes que nous ayons prises à cette fin a été l'établissement, en 1987, du Conseil consultatif national des sciences et de la technologie (CCNST), dont le Premier ministre lui-même est président. Le Premier ministre a également parrainé la Conférence nationale sur la technologie et l'innovation, qui s'est tenue à Toronto en janvier 1988.

Le gouvernement fédéral et les gouvernements provinciaux ont noué, ces dernières années, de bonnes relations dans le domaine des sciences et de la technologie. Ils ont notamment établi, en mars 1987, le Conseil des ministres fédéraux et provinciaux responsables des sciences et de la technologie, ce qui donna lieu à la ratification de la première politique nationale en sciences et en technologie.

Au mois d'août, un colloque national regroupant les conseils consultatifs des sciences et de la technologie fut organisé à Halifax, à l'invitation du Premier ministre de la Nouvelle-Écosse, l'honorable John Buchanan. Y par-

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Avenir

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tipicent les membres de chacun des dix conseils provinciaux, du Conseil des sciences du Canada et du Conseil consultatif national des sciences et de la technologie. A ce colloque, on continuait à jeter des ponts entre les conseils consultatifs et l'on y examina les domaines où il était possible d'entreprendre une action collective.

Par ailleurs, le gouvernement a augmenté sensiblement son appui à la recherche universitaire, par l'entremise des trois conseils subventionnaires : le Conseil de recherches en sciences naturelles et en génie, le Conseil de recherches médicales et le Conseil de recherches en sciences humaines. Il a annoncé, en 1986, l'adoption du premier plan quinquennal pour le financement de la recherche universitaire. Ce plan prévoyait une augmentation considérable des crédits de base attribués aux trois conseils subventionnaires; en outre, selon les modalités du plan, le gouvernement réservait pour la recherche universitaire, en contrepartie des contributions du secteur privé, une somme pouvant aller jusqu'à 380 millions, répartie sur quatre ans. En 1988, il annonçait une nouvelle augmentation de 200 millions, répartie sur cinq ans, des crédits de base des conseils subventionnaires de recherches.

Afin de promouvoir l'excellence dans le domaine de la recherche scientifique et la compétitivité à long terme du Canada, l'honorable William Winegard a annoncé, le 26 octobre 1989, les 14 propositions dont le financement a été accepté dans le cadre du Programme des réseaux de centres d'excellence. Ce programme, dont le coût est de 240 millions de dollars répartis sur cinq ans, représente pour certains de nos chercheurs de haut calibre dans les universités, l'industrie et le gouvernement une occasion de travailler ensemble de façon coordonnée pendant plusieurs années. Les réseaux choisis regroupent des partenaires des sciences naturelles et médicales ainsi que du génie qu'il mettront en contact avec les secteurs manufacturier, des ressources et de la technologie de pointe à travers le pays. Les projets rehausseront la performance du Canada en science et en technologie, formeront des scientifiques et des ingénieurs de calibre international et amorceront une nouvelle ère de collaboration entre les chercheurs. Les réseaux ont été choisis par un comité de pairs composé de 23 scientifiques de renommée internationale et par un comité consultatif de Canadiens éminents.

En vue d'assurer le renouvellement d'une réserve suffisante de scientifiques de haute trempe, le gouvernement a prévu une somme de 80 millions, répartie sur cinq ans, pour financer le Programme de bourses Canada. Chaque année, 2 500 bourses, d'une valeur de 2 000 \$ chacune, sont remises aux étudiants les plus prometteurs qui entreprennent des études de premier cycle dans les disciplines admissibles, à savoir les sciences et le génie. Les bourses peuvent être renouvelées jusqu'à trois fois. Pour assurer dans ces disciplines

une représentation équitable, au moins la moitié des bourses, dans chaque université, sont décernées à des femmes. Ce programme en est à sa deuxième année et, lorsqu'il aura atteint sa pleine capacité, quelque 10 000 étudiants et étudiantes, parmi nos meilleurs éléments, recevront cette aide.

Le gouvernement a pris une autre initiative, en 1989, pour appuyer le savoir et la recherche; il a consenti à consacrer une somme pouvant aller jusqu'à un million de dollars par année pour appuyer le travail de la Société royale du Canada et lui permettre de préciser son rôle d'académie nationale du Canada. Plus précisément, ces fonds vont permettre à la Société royale d'entreprendre un vaste programme d'évaluation des recherches, de promouvoir l'équité pour les femmes dans les disciplines scientifiques et de mieux sensibiliser le grand public à l'importance des sciences et de la technologie.

Le gouvernement fédéral et les gouvernements provinciaux ont tous mis au rang de leurs priorités l'accès à l'enseignement supérieur. Ils mettent leurs efforts en commun, dans un partenariat avec les universités et les collèges, pour offrir une aide financière aux étudiants et étudiantes qui sont dans le besoin. Depuis l'établissement, il y a 25 ans, du Programme canadien de prêts aux étudiants, plus de 1,5 million de Canadiens et de Canadiennes ont pu pousser plus loin leurs études grâce à l'aide du programme. L'an dernier, quelque 225 000 étudiants et étudiantes ont obtenu des prêts d'une valeur de 589 millions de dollars. Ce programme constitue, au Canada, le foyer principal de l'aide financière aux étudiants; il complète les programmes analogues institués dans les provinces et les territoires.

La politique d'aide aux étudiants du Canada fait présentement l'objet d'une révision en profondeur. On devra examiner attentivement la situation particulière de certains étudiants et étudiantes, notamment ceux et celles qui étudient à temps partiel, les personnes handicapées, les chefs de famille monoparentale, ceux et celles issus de famille à faible revenu. Mais il faut aussi tenir compte de la nécessité de réduire les dépenses.

Dans le cadre de cette révision, le gouvernement fédéral collabore avec les gouvernements provinciaux et d'autres groupes qui s'intéressent à l'aide aux étudiants dans le but d'améliorer et de moderniser le Programme canadien de prêts aux étudiants. Par exemple, cette année, à la suite de vastes consultations avec les provinces et certains groupes, telles la Fédération canadienne des étudiants et l'Association canadienne des professeurs d'université, nous avons apporté plusieurs modifications au règlement du programme; nous avons, entre autres, assoupli les modalités de remboursement pour ne pas imposer un fardeau trop lourd à certains anciens étudiants.

Nous devons faire encore plus. Nous nous sommes engagés à aider financièrement les étudiants et les étudiantes qui en ont le plus besoin, tout en tenant compte par ailleurs de la nécessité pour le gouvernement de réduire ses dépenses.

Compte tenu du partage constitutionnel des compétences, le gouvernement fédéral et les gouvernements provinciaux ont depuis longtemps compris qu'il leur fallait collaborer dans l'intérêt de l'enseignement postsecondaire au Canada. Depuis 1984, les gouvernements collaborent plus étroitement et le dialogue fédéral-provincial en matière d'éducation s'est de beaucoup amélioré. Par exemple, en octobre 1987, nous avons parrainé conjointement le Colloque national sur l'enseignement postsecondaire, qui s'est tenu à Saskatoon. Plusieurs rencontres ont eut lieu depuis entre les ministres fédéraux et le Conseil des ministres de l'Éducation (Canada).

Mon prédécesseur, l'honorable Lucien Bouchard, a rencontré à Québec, en juin 1988, le nouveau comité du Conseil, le Comité ministériel de l'enseignement postsecondaire. C'était aussi la première fois que le ministre fédéral et les ministres provinciaux rencontraient conjointement les représentants de certaines des principales organisations qui s'intéressent à l'enseignement postsecondaire, dont l'Association canadienne des professeurs d'université. D'autres ministres fédéraux ont également rencontré le Conseil des ministres de l'Éducation (Canada) pour discuter de questions se rattachant à leurs responsabilités particulières. Par exemple, l'honorable Barbara McDougall et les ministres provinciaux responsables de la condition féminine ont examiné avec le CMEC, en février 1989, les questions relatives à la présence des femmes dans le monde scientifique et sur le marché du travail en général.

Pour ma part, j'ai rencontré les membres du CMEC le 25 septembre 1989. Comme vous le savez, l'aide aux étudiants est régulièrement à l'ordre du jour depuis quelques années et nous avons convenu qu'il fallait intensifier la collaboration fédérale-provinciale pour faire en sorte que les besoins des étudiants et des étudiantes soient pris en considération.

Nous avons alors ajouté à notre ordre du jour un nouveau point, soit le multiculturalisme dans l'enseignement. Tous les membres du CMEC ont partagé mon point de vue, à savoir que tous les jeunes Canadiens et Canadiennes doivent pouvoir développer leur plein potentiel et bien se préparer à évoluer dans une société multiculturelle. Nous avons convenu de collaborer plus étroitement à cette fin.

Le gouvernement fédéral et le CMEC ont également conclu deux ententes en septembre. La première a trait à la création, au Canada, de la Commission pour la reconnaissance internationale des études et des diplômés étrangers que j'ai annoncée conjointement avec le président du CMEC, l'honorable Sean Conway, et le secrétaire d'État aux Affaires extérieures, le très honorable Joe Clark.

Cette commission va permettre au Canada d'appliquer la convention de l'Unesco relative à la reconnaissance des études et des diplômés. Elle va nous fournir une information à jour sur les systèmes d'enseignement des autres pays, ce qui aidera les collèges, les universités et les associations profes-

sionnelles du Canada à établir des équivalences pour les diplômés étrangers. Par ailleurs, la nouvelle commission s'efforcera de mieux faire connaître à l'étranger les diplômés du Canada et de les faire davantage reconnaître dans les autres pays. C'est le CMEC qui se chargera d'administrer la commission; les frais administratifs en seront partagés, à parts égales, par le CMEC et mon ministère. Les membres de la commission seront désignés par les provinces, le gouvernement fédéral et les organisations intéressées.

L'autre entente fédérale-provinciale consiste en un protocole triennal pour établir le Conseil des statistiques canadiennes de l'éducation. Ce conseil, qui aura comme co-présidents un sous-ministre provincial de l'Éducation et le statisticien en chef du Canada, devra élaborer le Programme de statistiques canadiennes de l'éducation. Les chercheurs, les analystes, les administrateurs, les décideurs, les agents de planification et tous les autres intéressés pourront ainsi recevoir les données qui sont essentielles à qui veut prendre de judicieuses décisions en matière d'éducation.

Après reconduction du Programme des langues officielles dans l'enseignement, assorti d'un budget quinquennal de 1,2 milliard, l'honorable Lucien Bouchard, et le Conseil des ministres de l'Éducation (Canada) ont conclu, en novembre 1988, un nouveau protocole d'ententes de cinq ans relativement à l'enseignement dans la langue de la minorité et à l'enseignement de la langue seconde. Ce protocole sert de cadre aux ententes bilatérales conclues avec les provinces et les territoires, qui contribuent à maintenir, voire à intensifier, l'utilisation des deux langues officielles à tous les niveaux de l'enseignement, y compris le postsecondaire. Dans le cadre de ces ententes, le gouvernement fédéral a conclu un protocole d'entente avec la Nouvelle-Écosse, en 1989, pour établir le Collège de l'Acadie. Ce collège aura recours à des méthodes de pointe en télé-enseignement pour dispenser des cours en français à la population acadienne de cette province. Le gouvernement fédéral et l'Ontario se sont de plus entendus pour établir la Cité collégiale et pour mettre en oeuvre d'autres mesures visant à améliorer les services en français dans les collèges communautaires de l'Ontario.

Il est donc plus urgent que jamais pour le gouvernement fédéral et les provinces de poursuivre le dialogue et de faire preuve de collaboration si nous voulons atteindre de hautes normes d'excellence dans le domaine de l'éducation qui permettront au Canada de faire face aux rigueurs du marché international. Les gouvernements doivent établir des relations fructueuses et durables s'ils veulent vraiment aider nos universités et nos collèges à se préparer pour le 21^e siècle. Je m'engage à tout mettre en oeuvre pour qu'il en soit ainsi.

Le Premier ministre nous a rappelé, et avec raison, que notre avenir dépendait de notre système d'éducation et

Liberal response to CAUT — The Tory record

The Right Honourable John N. Turner

The key to success in any undertaking is wise investment of resources. This is no less true of building a nation than it is of building a business enterprise or a municipal infrastructure. It is imperative that Canada invest its resources wisely in areas such as economic development and infrastructure. But nowhere is thoughtful and prudent investment more important than in the areas of education and research.

Canada must invest heavily in the education of its youth. It must direct resources towards retraining of the unemployed, but not on the backs of the unemployed. It must promote the literacy of its immigrants and disadvantaged; instead, the Mulroney Government has eliminated the Citizenship Instruction and Language Textbook Agreement, and proposed the first tax on books in Canadian history. The government must promote accessibility, yet the maximum Canada Student Loan has not increased since 1984, and financial assistance to Treaty post-secondary students has been capped. It must put needed dollars into research and development activities that will help restructure the economy, and ensure the continuation of a high standard of living for Canadians, yet the Canadian record on research and development is abysmal. These expenditures are not luxuries; they are essential if Canada is to have the solid future that we demand and expect.

Transfers to the provinces through Established Programs Financing (EPF) have been cut dramatically. Two separate rounds of cuts to the escalator formula have meant that instead of growing at the same rate as GNP, EPF transfers now grow at 3% below GNP.

On June 13, 1989, the Liberal Critic for Education and Literacy, Ron Duhamel, said the following in the House of Commons:

"It is education which will allow new immigrants to participate fully in Canadian life. It is education which will allow our aboriginal people the opportunity to overcome barriers to their full participation in Canada and give them the ability to attain self-government. It is education on which we will rely to produce tolerance of others in Canada and to respect equality rights of minorities, women and other disadvantaged groups. Attitudes formed in part by our education system will create the Canada of the next century,

unified or divided, economically vigorous or regressive, tolerant or intolerant."

Regrettably, the Mulroney Government shows no appreciation for the importance of this critical investment in our future. The Prime Minister seems to feel that, in this area as in many others, talking is a good substitute for action.

Yet the Canadian record on research and development is abysmal. These expenditures are not luxuries; they are essential if Canada is to have the solid future that we demand and expect.

There are some compelling statistics on the Tory record which show that this government has not only neglected education, but has done a great deal of damage to it.

As CAUT members well know, transfers to the provinces through Established Programs Financing (EPF) have been cut dramatically. Two separate rounds of cuts to the escalator formula have meant that instead of growing at the same rate as GNP, EPF transfers now grow at 3% below GNP. An analysis by CAUT estimated that this would remove almost \$7 billion dollars from the post-secondary education system by 1994-95. Our universities and colleges are already starved for funds for buildings, for equipment, for repairs, for resource materials, and for operations. These institutions cannot even begin to absorb a blow of this magnitude. Yet this has been a Conservative trademark: budget cutting has taken place on the backs of those who can least afford it. A country that expects to be a major economic force cannot afford this obvious deterioration of our critical educational resources.

It is not hard to produce a host of statistics that show how shameful the government record is. Despite all-time high levels of post-secondary enrollment, the total federal budget for education and training was up only 1.8% last year, less than half the rate of inflation. In 1985, total education and training expenditures were 7.3% of total spending. In 1988, they were 6.7%. Between 1985 and 1989, the growth rate in this spending was 2.3% compared to inflation of 4.2%. In total, federal expenditures on education and training as a percentage of GDP declined from 1.3% in 86/87 to 1.1% in 88/89. Funding to the granting councils has been woefully inadequate.

Between 1984-85 and 1988-89, funding for the Canadian Jobs Strategy declined significantly in real terms. At the same time, Jobs Strategy funds which were formerly going directly to community colleges have been siphoned

off to private sector training programs which do not have to adhere to any standards or offer any recognized credentials. I believe that these changes demonstrate a complete lack of economic and social development strategy.

Canada has been thrust into a new global economic environment. Exacerbating the pressures on our economy is an ill-conceived trade deal with the United States. If we don't recognize the critical role played by our post-secondary education system, we will simply not be able to compete. The natural resource strengths that helped us build the country we are today will not be enough to carry us into the next century. We must invest in cutting-edge industries that will allow us to compete with the best. Yet the latest available data shows there are only 1.45 scientists and engineers per 1000 population in Canada. This compares with 4.44 in Japan, 3.32 in the U.S., 2.29 in Sweden, 2.18 in Germany, 2.17 in the Netherlands, 1.65 in Australia, and 1.55 in the United Kingdom.

Of course, we need more than a highly-skilled workforce. Canada needs a populace that can understand its social and political responsibilities. We need a literate and well-read citizenry that is capable of understanding our social and historical roots, and of making informed decisions. These responsibilities of the post-secondary system are often overlooked in debate, but

The Tory Record? I think it speaks for itself; and it points in directions that most Canadians would find unacceptable: low national priority, decreased accessibility, deteriorating facilities, lower federal transfers to the provinces, and, perhaps, eventual privatization. That is the direction we have been set in, and that is a direction we must reverse.

they are critical, and must be recognized.

The Prime Minister claims we already spend enough money on education. I know that educators at the post-secondary level don't believe that when they see the out-dated equipment, deteriorating plant, and overloaded classrooms. Universities have been adapting. They have raised more funds privately, they have found creative ways to do more with less, and some have formed partnerships with the private sector. These efforts are to be applauded. But universities and other post-



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secondary institutions cannot be expected to continue to provide the same levels of service and accessibility without increased funding.

It is not just in the area of funding that this government deserves criticism. They have shown no leadership in education initiatives. I firmly believe that we will see no leadership from them on this issue, despite the rhetoric, because this is a government that is committed to dismantling the Canadian infrastructure. They have sold off Crown Corporations which could have played important public policy roles. They have decimated our national passenger railway, which represented an important East-West link, and they have done so in the absence of any alternative transportation strategy.

A country that expects to be a major economic force cannot afford this obvious deterioration of our critical educational resources.

In view of these moves, I cannot believe that the Mulroney Government was ever serious about providing an educational and economic climate in this country which would help us to meet the pressures of global education. This is a government which knows no greater mission than opening up every aspect of our lives to free market forces. The Conservatives are ideologically prevented from developing strategic approaches to the economy, to social development, and, therefore, to education.

The Tory Record? I think it speaks for itself; and it points in directions that most Canadians would find unacceptable: low national priority, decreased accessibility, deteriorating facilities, lower federal transfers to the provinces, and, perhaps, eventual privatization. That is the direction we have been set in, and that is a direction we must reverse.

Federal Role

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government, Alberta and Quebec allied to draft a response later endorsed by all provinces opposing the latest federal tax initiative — the widely reviled Goods and Services Tax.

Placed in this context, provincial insistence on exercising sole baronial rights over post-secondary education — which, after all, is largely financed by federal funds — more closely resembles some form of rear-guard tax action rather than an expression of educational vision. Without this interpretation, how are we to make sense of the provinces' persistent, evident reluctance to unite in opposition to what threatens to become a steady pattern of federal reductions to the Established Programs Financing escalator? (A complex fiscal term, EPF can be regarded as a tax-room equaliser for the provinces, through which the federal commitment to post-secondary education and other programs operated by the provinces is expressed.) Might this interpretation also explain the fact that financing pse has not been discussed by the First Ministers for 15 years?

But this reading of the provinces' position may be too cynical. Under the original terms of the British North America Act, education in general was to be a provincial, not federal, responsibility. The main exception concerned education for women and men of native ancestry, for which the federal government was to be responsible; otherwise, for the most part, education was to be a provincial responsibility. These terms were unaltered when the Canadian constitution was patriated.

The significance of this history and these developments should not be underestimated by any of us. The federal government is determined to reverse the growth of the deficit. The provinces are equally determined to resist federal efforts to do this, if possible tax revenue increases may be foreshadowed in the efforts.

From this perspective, what alternatives are then available to the federal government? In the area of financing post-secondary education and research, at least, it may very well be that the federal response will be to strangle its commitments. Slowly, with little fanfare but great consequence, the federal government has the ability to tighten its purse-strings so surely and inexorably that there will be little left of the federal role in post-secondary education and research as we enter the next century.

Does the current record bear such a bleak forecast? A few items of evidence should give us cause for serious reflection.

Since 1984, the EPF escalator has been reduced twice. Combined, the reductions will represent a withdrawal of almost \$7 billion by 1994-95. The significance of the federal government's role in financing post-secondary education in Canada should not be underestimated by anyone. According to figures made available recently by the Secretary of State's Department, federal funding accounted for 59.3% of all

post-secondary education financing in 1986-87, 79.3% of which came from EPF transfers. (Provincial support amounted to 23.2%, not counting EPF transfers.)

The federal record with respect to the granting Councils also should not go unnoticed. Not only has the federal government chosen not to act on the recommendations of the Lortie report, there are rumours that it will draw the strings ever tighter around the three Councils. Reduced federal commitments to funding SSHRCC — which supports the "so-called social sciences" (to use Harvie Andre's term), along with the humanities — are instructive. Since 1984, the GNP has grown by 46.0% (1989 figures estimated), while SSHRCC funding has increased only by 25.5%. As well, most of the recent "new" federal money for supporting research initiatives — the Canadian Scholarship program and the Networks of Centres of Excellence, for example — might be best regarded as money recycled from the existing federal budget lines for research support.

Other fiscal developments should not be overlooked, either. When the proposed Goods and Services Tax was announced, the Finance Ministry indicated that universities would be saved harmless from it. Nonetheless, the technical document indicates that universities will not be entirely unaffected in coming years, as the rebate system will result in an additional tax for universities of 30% of any future increase in the GST.

More importantly, from the provinces' perspective, the GST may very well amount to a "tax recycler" — in which the federal government will forward funds to the provinces under EPF for universities as it has in the past, but then tax them back under the exemption-rebate system. Were this to be GST's effect, the consequences for the provinces' treasuries and for the financial state of universities in Canada are obvious. One might even be forgiven for moments of bleak cynicism.

But to tax and spend remains to choose. While there's no such thing as a free lunch, we can always select from the menu, or chose to re-design it. Popular support for universities remains strong, and the realisation that they have and will continue to have a vital role in the economic, social and cultural life of this country continues to grow across Canada.

University faculty, students and administrations have worked hard to reverse the undesired image of the university as an ivory tower, remote from the real lives of women and men in Canada and abroad. We must be undeterred in our commitment to insist that universities are a centerpiece in the national dream, deserving the best — not the left-over or rewarmed offerings — from the tax table served up by federal and provincial chiefs.

Rôle du Fédéral

Suite de la page 2

provinces, en particulier, sont fermement déterminées à résister aux efforts du fédéral d'accroître les revenus en réduisant leur plafond fiscal. Dans ce

domaine, au moins, elles semblent remarquablement unies.

Tout récemment, nous avons été témoins d'une illustration assez étonnante de cette situation et de la tension réelle et considérable entre le fédéral et les provinces en matière de fiscalité. Certainement l'un des moments uniques de l'histoire des relations entre les provinces et le gouvernement, l'alliance du Québec et de l'Alberta a donné naissance à un projet de réponse, endossé par toutes les provinces, et s'élevant contre la dernière initiative fiscale du fédéral, à savoir la taxe sur les produits et services, insultante selon un sentiment général.

Dans ce contexte, l'insistance des provinces à vouloir exercer seules des droits seigneuriaux sur l'enseignement postsecondaire, lequel, après tout, est largement financé par les deniers fédéraux, ressemble plus à un geste d'arrière-garde dans le domaine fiscal qu'à l'expression d'une vision pédagogique. Si l'on n'interprétait pas la situation de cette façon, comment pourrait-on donner un sens à l'hésitation évidente et persistente des provinces à s'unir pour s'opposer à ce qui menace de devenir une tendance régulière du fédéral à réduire le facteur de progression du Financement des programmes établis? (Le FPE, une expression fiscale complexe, peut être considéré comme un plafond fiscal égalisateur réservé aux provinces par l'entremise duquel le fédéral exprime son engagement envers l'enseignement postsecondaire et d'autres programmes administrés par les provinces.) Peut-être cette interprétation expliquerait-elle aussi le fait que les premiers ministres n'ont pas discuté du financement de l'enseignement postsecondaire depuis 15 ans?

Toutefois, cette interprétation de la position des provinces est peut-être trop cynique. En vertu de l'Acte de l'Amérique du Nord britannique, l'éducation en général devait, sous tous les plans, relever des provinces et non du fédéral. L'éducation des femmes et des hommes d'origine autochtone était la principale exception à la règle et incombait au gouvernement fédéral. Autrement, l'éducation était une responsabilité provinciale dans une très large mesure. Lors du rattachement de la constitution canadienne, ces dispositions ne furent pas modifiées.

Personne d'entre nous ne devrait sous-estimer l'importance de ces faits historiques et de leur évolution. Le gouvernement fédéral est résolu à renverser la croissance du déficit. Les provinces sont tout autant déterminées à résister aux efforts du fédéral en ce sens s'ils sont susceptibles d'empêcher des hausses de recettes fiscales.

Quelles sont, de ce point de vue, les solutions de rechange qui s'offrent au gouvernement fédéral? En ce qui concerne l'enseignement postsecondaire et la recherche, du moins, il est fort probable que le gouvernement fédéral réagisse en mettant fin graduellement à ses engagements. Lentement, sans tambour ni trompette mais avec de grandes conséquences, le gouvernement fédéral peut resserrer sûrement et inexorablement les cordons de la bourse d'une façon telle que son rôle dans le do-

maine de l'enseignement postsecondaire et de la recherche sera réduit à presque rien à l'aube du prochain siècle.

La situation actuelle justifie-t-elle des prévisions aussi sombres? Voici quelques exemples probants qui devraient nous faire réfléchir sérieusement.

Depuis 1984, le facteur de progression du FPE a subi deux réductions. Réunies, ces réductions représenteront une baisse de presque 7 milliards de dollars d'ici 1994-1995. Personne ne devrait sous-estimer l'importance du rôle du gouvernement fédéral dans le financement de l'enseignement postsecondaire au Canada. D'après des données dévoilées récemment par le secrétariat d'Etat, la part du fédéral se chiffre à 59,3 % du financement de l'enseignement postsecondaire en 1986-1987, dont 79,3 % provient des paiements de transfert. (L'apport des provinces s'élève à 23,2 sans compter les paiements de transfert.)

En ce qui concerne les conseils subventionnaires, la contribution du gouvernement fédéral mérite aussi d'être soulignée. En effet, non seulement a-t-il choisi de ne pas mettre en pratique les recommandations du rapport Lortie, mais il va, selon les rumeurs, resserrer encore plus la vis aux trois conseils de recherche. La réduction du financement du CRSH, qui soutient les soi-disant sciences sociales (pour employer l'expression de Harvie Andre) et les sciences humaines, est instructive. Depuis 1984, la croissance du PNB a été de 46,0 % (données estimées pour 1989), tandis que les crédits affectés au CRSH n'ont augmenté que de 25,5 %. En outre, la plupart des "nouveaux" crédits consacrés récemment au financement des initiatives de recherche, entre autres le programme canadien de bourses d'études et les réseaux de centres d'excellence, peuvent au mieux être considérés comme des fonds recyclés venant de postes budgétaires existants affectés à la recherche.

Il ne faudrait pas négliger non plus d'autres mesures fiscales. A l'annonce du projet de taxe sur les produits et services, le ministre des Finances a déclaré que les universités seraient épargnées. Néanmoins, le document technique indique que les universités ne s'en sortiraient pas tout à fait indemnes au cours des prochaines années car le système de ristourne entraînera pour elles une taxe supplémentaire de 30 % de toute future hausse de la TPS.

Chose encore plus importante, du point de vue des provinces, la TPS peut fort bien représenter un "recycleur fiscal", c'est-à-dire un moyen par lequel le gouvernement transférerait aux provinces des crédits en vertu du FPE au titre du financement des universités, comme par le passé, mais percevra en échange une taxe en vertu du système d'exonération et de ristourne. Si c'est cela l'objectif de la TPS, les conséquences sur les finances provinciales et sur l'état financier des universités canadiennes sont manifestes. L'on pourrait même alors nous pardonner nos excès de scepticisme.

Il reste toutefois à choisir entre imposer et dépenser. Tout à un prix, bien

Voir "Rôle du Fédéral" à la page 10

Réponse des Libéraux devant les membres de l'ACPU — Le bilan des Conservateurs

Le très honorable John N. Turner

Chef de l'Opposition

Dans toute démarche, la clé du succès réside en une utilisation bien réfléchie des ressources. C'est là une vérité qui s'applique tout aussi bien au développement d'une nation qu'à la création, d'une entreprise ou à l'élaboration d'une infrastructure municipale. Mais, s'il importe au plus haut point que le Canada affecte ses ressources de façon judicieuse dans des domaines tels que le développement économique et les infrastructures, c'est à l'égard des investissements en éducation et en recherche qu'il doit manifester le plus de perspicacité et de prudence.

Le Canada devrait consentir des investissements considérables dans la formation de ses jeunes. Il devrait aussi orienter des ressources vers le recyclage des chômeurs, mais non pas à leurs dépens. Il devrait promouvoir le développement des connaissances linguistiques de base parmi les immigrants et les défavorisés; mais, au lieu de cela, le gouvernement Mulroney a éliminé l'accord sur les manuels de préparation à la citoyenneté et d'alphabetisation et il a proposé, pour la première fois dans l'histoire du Canada, une taxe sur les livres. Le gouvernement devrait favoriser l'accessibilité du système d'enseignement, mais les prêts aux étudiants n'ont pas été relevés depuis 1984 et l'aide financière destinée à permettre aux étudiants autochtones d'accéder à l'enseignement postsecondaire a été plafonnée.

Le gouvernement devrait consacrer des sommes importantes aux activités de recherche et développement qui aideront à restructurer l'économie et assureront le maintien d'un standard de vie élevé pour la population canadienne, mais le bilan du Canada en matière de recherche et développement est lamentable. Pourtant, ces dépenses ne sont pas un luxe. Au contraire, elles sont essentielles si nous voulons réaliser l'avenir prospère auquel nous sommes en droit de nous attendre.

Le 13 juin 1989, le porte-parole du Parti libéral en matière d'éducation et d'alphabetisme, Ron Duhamel, s'est exprimé dans les termes suivants à la Chambre des Communes:

C'est l'éducation qui mettra les nouveaux immigrants sur la piste de l'intégration totale à la société canadienne. C'est par l'éducation que nos populations autochtones pourront surmonter les obstacles à leur pleine participation à la société canadienne et acquérir la capacité d'accéder à l'autonomie politique. C'est sur l'éducation que nous comptons pour insuffler la tolérance aux autres au Canada et pour faire respecter les droits à l'égalité des minorités, des femmes et d'autres groupes défavorisés. Les attitudes qui se profileront sur nos systèmes d'éducation détermineront le Canada du siècle prochain: un Canada unifié ou divisé, économiquement fort ou régressif, tolérant ou intolérant.

Malheureusement, le gouvernement Mulroney ne semble pas comprendre

l'importance de cet investissement essentiel dans notre avenir. Le Premier ministre semble croire que, dans ce domaine comme dans bien d'autres, il vaut mieux parler que d'agir.

On peut faire appel à des données très révélatrices sur le bilan du gouvernement conservateur, qui montrent qu'il a non seulement négligé l'éducation mais qu'il lui a même causé un tort considérable.

Comme les membres de l'ACPU le savent fort bien, les transferts aux provinces par le biais du régime de financement des programmes établis (FPE) ont été réduits considérablement. Deux séries de coupures apportées à la formule d'indexation ont eu pour effet d'abaisser le taux de croissance de ces transferts à 3 points de pourcentage de moins que le taux de croissance du PNB plutôt que de le maintenir au même niveau. Suivant une étude de l'ACPU, cela revient à enlever près de 7 milliards de dollars au système d'enseignement postsecondaire d'ici à 1994-1995. Nos universités et collèges manquent déjà gravement de crédits pour les bâtiments, les équipements, les réparations, le matériel éducatif et l'exploitation. Ces institutions sont donc tout à fait incapables d'absorber des coupures de cette ampleur. Et c'est pourtant là un stratagème bien connu des Conservateurs: les coupures budgétaires sont faites aux dépens de ceux et celles qui sont le moins en mesure de les supporter. Un pays qui veut devenir une force économique importante ne peut évidemment pas se permettre de subir une telle dégradation de ses ressources éducationnelles.

Il existe bien d'autres données qui montrent combien est pitoyable le bilan du gouvernement. Malgré des taux de fréquentation postsecondaire sans précédent, le budget fédéral consacré à l'éducation et à la formation n'a augmenté que de 1,8 % l'an dernier, soit moins de la moitié du taux d'inflation. En 1985, les dépenses à ce titre représentaient 7,3 % des dépenses globales; en 1987, ce chiffre avait chuté à 6,7 %. Entre 1985 et 1989, le taux de croissance de ces dépenses n'était que de 2,3 %, alors que le taux d'inflation était de 4,2 %. Au total, les dépenses fédérales consacrées à la formation et à l'éducation, en proportion du PNB, sont passées de 1,3 % en 1986-87 à 1,1 % en 1988-89. De même, les crédits accordés aux organismes qui subventionnent la recherche sont nettement insuffisants.

Entre 1984-85 et 1988-89, les crédits affectés au Programme de planification de l'emploi ont diminué sensiblement en termes réels. En même temps, les sommes qui, auparavant, étaient versées directement aux collèges communautaires ont été détournées vers les programmes de formation du secteur privé, qui n'ont pas à adhérer à des normes précises ou à se soumettre à des critères reconnus. Ces changements révèlent, à mon avis, une absence totale de stratégie en matière de développement économique et social.

Le Canada est désormais plongé dans un nouvel environnement économique mondial. Les pressions qui s'exercent de

cette façon sur notre économie sont exacerbées par l'accord commercial désastreux qui a été conclu avec les États-Unis. Si nous ne reconnaissons pas le rôle primordial que joue notre système d'enseignement postsecondaire, nous serons tout simplement incapables d'affronter la concurrence sur les marchés mondiaux. Les richesses naturelles qui nous ont aidés à développer le pays ne pourront pas soutenir notre économie au cours du vingt-et-unième siècle.

Nous devrions donc investir dans les industries de pointe qui nous permettraient de concurrencer les meilleurs producteurs au monde. Or, les données les plus récentes montrent que la proportion des scientifiques et ingénieurs au Canada ne s'établit qu'à 1,45 par millier d'habitants. Les chiffres correspondants sont de 4,44 pour le Japon, 3,32 pour les États-Unis, 2,29 pour la Suède, 2,18 pour l'Allemagne de l'Ouest, 2,17 pour les Pays-Bas, 1,65 pour l'Australie et 1,55 pour le Royaume-Uni.

Bien sûr, le Canada aura besoin de plus qu'une main-d'œuvre possédant des aptitudes techniques élevées. Le Canada aura besoin d'une population qui puisse comprendre ses responsabilités sociales et politiques. Il aura besoin d'une population qui soit bien instruite et qui lise beaucoup, qui puisse comprendre ses racines sociales et historiques et qui puisse prendre des décisions bien réfléchies. On oublie souvent ces responsabilités du système postsecondaire dans le feu de la discussion, mais il faut reconnaître qu'elles ont une importance primordiale.

Le Premier ministre prétend que nous consacrons déjà assez d'argent à l'éducation. Or, je sais que les enseignants au postsecondaire pensent le contraire lorsqu'ils voient les équipements déshérents, les bâtiments qui se détériorent et les salles de classe encombrées. Bien sûr, les universités se sont adaptées à cette situation de fait. Elles ont pu faire appel à des financements privés, elles ont trouvé des moyens de faire plus avec moins de ressources, et certaines ont conclu des accords avec le secteur privé. Il faut, certes, applaudir ces efforts. Mais les universités et les autres institutions d'enseignement postsecondaire ne pourront pas continuer d'offrir les mêmes niveaux de service et d'accessibilité si on ne leur accorde pas de crédits supplémentaires.

Et ce n'est pas uniquement dans le domaine du financement que le gouvernement actuel mérite des critiques. Le gouvernement s'est révélé incapable de proposer de nouvelles initiatives en



John N. Turner

matière d'éducation. Et je crois, du reste, qu'on ne peut attendre de lui aucun leadership dans ce domaine, malgré ses promesses et ses déclarations, parce que c'est un gouvernement qui s'est engagé à démanteler les infrastructures canadiennes. Il a vendu des sociétés de la couronne qui auraient pu jouer un rôle important dans la politique publique. Il a mis en pièces le réseau ferroviaire passagers, qui constituait un lien important entre l'Est et l'Ouest du pays, et il l'a fait sans même élaborer une nouvelle stratégie en matière de transports.

Face à ces démarches, je suis incapable de prendre le gouvernement Mulroney au sérieux lorsqu'il dit qu'il va promouvoir un climat économique et éducationnel qui aidera les Canadiens à affronter les pressions extérieures en matière d'éducation. Nous sommes ici en présence d'un gouvernement qui ne connaît pas de mission plus noble que d'exposer tous les aspects de notre vie quotidienne au libre jeu des forces du marché. Les Conservateurs sont idéologiquement incapables d'élaborer des stratégies nationales pour l'économie, le développement social et, par conséquent, l'éducation.

Le bilan conservateur en matière d'éducation? Je crois qu'il est très éloquent, et il s'oriente dans une direction que la plupart des Canadiens rejettent: faible priorité nationale, accessibilité réduite, équipements déshérents, diminution des transferts fédéraux aux provinces et, peut-être, privatisation éventuelle. C'est là l'orientation actuelle de la politique du gouvernement, et c'est une orientation qu'il faut renverser.

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Short notes on the Record

There have been a number of other issues, in addition to the ones dealt with at length in this edition in which the federal government have had an important role. This is a brief update.

COPYRIGHT

Following a considerable amount of consultation with many of the interests concerned with copyright, including CAUT, the government passed the first part of the two part legislation which they promised, before the November 1988 election. This legislation deals with the rights and rewards of the producers of copyright material. The second part of the legislation, dealing with the protection and responsibilities of users, has not yet been introduced to the House. The House has, however, been informed that a bill will be introduced in the new year. The longer the time before the second part of the legislation is passed the longer the users of copyright material will be at a relative disadvantage. A key element in the second part of the legislation is expected to be an allowance for the free use of single copies for research purposes.

SECURITY

CSIS and the legislation governing it is under review. An important criticism of the legislation governing the service is that it is vague in parts that it should not be. The phrases "threats to the security of Canada" and "detrimental to the interests of Canada" are sufficiently broad to allow arbitrary interpretation and the abuse of authority. There is also room for the legislation to strengthen the safeguards in the provisions for the issuing of judicial warrants. Although the establishment of CSIS offered the opportunity for the creation of a service that was truly bilingual, where women were well represented and in which minority groups, such as Canadians of native ancestry are represented in appropriate proportions, in fact there has been a large scale recruitment of former members of the RCMP to the force so that these aspects of civilianization have not gone ahead.

STUDENTS

The major direct involvement of the federal government with students is through the national student loans programme. An advisory group has been established to consider possible changes in the Canadian Student Loan Plan. There have been some recently announced regulatory changes designed to ease the administration of the

plan. There is a small modification in the way in which interest relief is given and a effective limit on the amount that may be borrowed. That at least keeps down student debt although it may not get individuals through a university programme. The patterns of enrollment in universities have altered in recent years and one of the most noticeable is the emergence of a large core of part-time students. A deficiency in the present student support programmes is adequate support for those part-time students who require it.

One of the most mean minded actions of the PC government has been the limitations on the funds for Indian students undertaking post-secondary education. One aspect of this which has improved is that there has been more consultation this last year. However, it has not led to any real change in this policy. Most people are sure that it will mean fewer Indian students will be able to undertake post-secondary education at a time when they have begun to seek that route to a better future in greater numbers than ever before. If the cap on this programme is not changed it will be a significant blot on the record of the Mulroney ministries.

To its credit the government has made some accommodation to international students allowing them and their spouses to work while they are in Canada. There remain certain unfair practices such as the payment of these students into government programmes from which they cannot benefit. The

major impediment to a greater participation of international students, especially those from poorer countries, is that there are differentially higher fees for them in many parts of the country. This is an area of provincial jurisdiction.

CENSORSHIP

In the first Tory mandate two bills were introduced both of which died before being passed into legislation. Both contained in them inappropriate definitions of material which was to be restricted. So far there has been no re-emergence of this programme in the present parliament. Censorship comes in many forms and one which emerged clearly this last year was the use of importation restrictions when Rushdie's book, *The Satanic Verses*, was in the news. It seemed inappropriate that officials receiving instructions from National Revenue should effectively be able to act as censors. Following consultation the procedures under which books were detained at the border until a review for hate propaganda had been completed have now been altered.

FEDERAL CONTRACTORS PROGRAM

This program is designed to promote employment equity for women, the handicapped and other minority groups. Organization having contracts in excess of \$200,000 have to register and provide compliance reports. The legislation lacks teeth since there is no enforcement mechanism. This very much affect universities. Thirty are registered and nineteen have been awarded contracts of this size.

Rôle du Fédéral Suite de la page 8

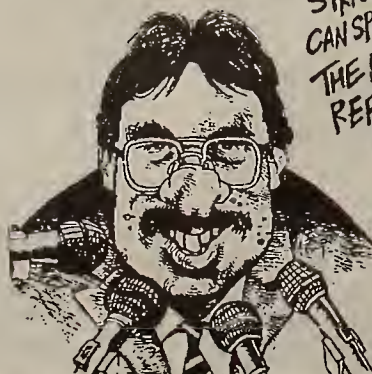
sûr, mais nous pouvons toujours faire des choix ou repenser les priorités. L'appui de la population envers les universités demeure solide et l'on est de plus en plus conscient partout au Canada qu'elles jouent un rôle capital dans la vie économique, sociale et culturelle du pays et qu'elles continueront de le faire.

Les professeurs, les étudiants et l'administration des universités ont travaillé fort pour modifier une image que ne méritait pas l'université, soit celle d'une tour d'ivoire éloignée de la réalité que vivent les hommes et les femmes d'ici et d'ailleurs. Nous devons persister dans notre insistance à faire des universités une pièce maîtresse du rêve de la nation qui mérite le meilleur et non les restants réchauffés des mesures fiscales que nous servent le fédéral et les provinces.

Avenir Suite de la page 6

que notre pays avait un urgent besoin du talent de ses éducateurs. Les membres de l'Association canadienne des professeurs d'université savent depuis longtemps que l'éducation est l'une des grandes préoccupations nationales du Canada. Votre oeuvre — l'enseignement, la recherche, les conseils aux décideurs — est cruciale devant les choix difficiles que nous serons appelés à faire au cours de la prochaine décennie. C'est une tâche que les membres de l'ACPU se sont particulièrement bien acquittés au cours des ans et je vous encourage à poursuivre dans la même veine en redoublant d'ardeur. Car en fin de compte, c'est en grande partie de vous et des universités canadiennes mêmes que viendront les solutions aux problèmes qui nous préoccupent ici, et le gouvernement du Canada compte poursuivre avec vous une fructueuse collaboration à cet égard.

ELLSER



MR. GOFF... ISN'T IT
STRANGE THAT THE GOVERNMENT
CAN SPEND MILLIONS BAILING OUT
THE BNZ AND AT THE SAME TIME
REFUSE EXTRA FUNDING FOR
UNIVERSITIES...?

THERE'S NO
COMPARISON. FOR
A START, THOSE
BANK FELLAS WILL
NEVER LEARN...

In New Zealand too the government bails out banks while limiting university financing.

Canada's universities: The NDP approach

By Chris Axworthy, M.P.

NDP Critic for PSE
The Government Record

The Conservative government's approach has been downright damaging to universities in Canada. In spite of the Prime Minister's occasional assertions of support for post-secondary education, the government's record is lamentable. Not satisfied with merely continuing previous Liberal government cuts, the Mulroney government has attacked Canada's universities. It is to be noted that at the Conservative Party Convention in Ottawa in August Mr. Mulroney said: "this government will carry its fair share of the burden to ensure that all young Canadians receive a first class education as they confront a world class challenge". The government's action lends the lie to this rhetoric.

In spite of the advice received from universities, faculty and students and from its own advisers (see, for example, the Lortie Report) the government continues to underfund and undermine Canada's education and research capability, and threaten this country's competitive capacity.

The magnitude of the cuts constitutes a body blow to the universities. The Government reduced the increase in EPF dollars to the provinces to 2% below the increase in GNP beginning in 1986-87; this 1989 budget will reduce this further by 1% beginning in 1990-91. The impact on post-secondary education will be to remove dollars that but for the cuts would have been available for the development of post-secondary education. Canada's universities, colleges and technical institutes, its students and Canadians in general are harmed as a result. These cuts were made unilaterally without consultation with the provinces or with the post-secondary education community.

Not only has nothing been done by this government to address the underfunding caused by successive Liberal governments, the Conservatives have made matters a great deal worse.

The Magnitude of the Cuts to Funding

1986-87 saw a cut of \$90,845,000 which doubled to \$195,159,000 in 1987-88, \$313,033,000 was lost to the system in 1988-89. Transfers to the provinces for this academic year were cut by \$446,431,000. The further 1% cut from 1990-91 on will give rise to total cuts of \$654,889,000 in 1990-91, \$884,188,000 in 1991-92, \$1,132,197,000 in 1992-93, \$1,405,053,000 in 1993-94 and \$1,703,826,000 in 1994-95. For the period 1986-87 to 1994-95 the total cuts will amount to almost \$7 billion!

Not only has nothing been done by this government to address the under-

funding caused by successive Liberal governments, the Conservatives have made matters a great deal worse.

Since 1977 government funding has been eroding and the pace of the erosion is increasing. As a result, the country's universities are now seeking increasing amounts of private financial support.

The Impact of the Funding Cuts

The consequence of this is that the well-documented acute problems faced by Canada's universities continues to worsen. Universities all across the country have experienced and are experiencing deficits. With students applying in record numbers classes are growing ever larger, and students are being turned away in record numbers; faculty/student ratios have risen by more than 50% in some universities; facilities are now more than ever in need of repair; inadequate library holdings are becoming even less adequate; professional schools are having more problems with accreditation; outdated equipment is becoming even more of a problem; low faculty morale is reaching new depths; student alienation and worries about the quality of their education are intensifying; and increasing tuition fees which already prevent many poorer Canadians higher education are denying even more Canadians the opportunity to benefit from an education and contribute to the development of the economy. Added to these problems with universities and colleges is the totally inadequate level of government support for research and development in Canada.

So, is it surprising that Canada's post-secondary education system and research capability is criticised in so many studies as being inadequate to meet the needs of Canada in the 1990s? If something is not done soon, the university system could suffer to such an extent that Canada risks slipping into second-world status.

Accessibility, Quality and Funding Cuts

Canada has made major strides in improving accessibility rates in the last 40 years. This has been achieved in the context of a high quality post-secondary education system. Adequate federal and provincial government funding is the key to the continuation of these developments. Since 1977 government funding has been eroding and the pace of the erosion is increasing. As a result, the country's universities are now seeking increasing amounts of private financial support. A recent report indicated that 56 universities are in the midst of fund-raising efforts to raise \$1.2 billion in private revenue.

Continued inadequate funding can

only bring about further reductions in quality and/or accessibility - both of which will harm Canada's ability to compete in the world economy.

The Conservative government appears to want Canadian post-secondary education to be more like its American counterpart. There are even those who see nothing wrong with student fees in the region of \$10,000, as is the case in the U.S.! It is noteworthy that allies of the government, such as the Canadian Manufacturers' Association and the Toronto Globe and Mail have already advocated privatization of Canadian universities.

As the government's own statements indicate, universities are a source of wealth for a knowledge-based society. Inadequate funds prevent universities from doing what they ought to be doing in the interests of Canada. It's time to say enough is enough - that Canada is too important to damage the country's universities in the way in which successive governments and in particular the present Conservative government have been doing.

In the context of university education co-ordination and funding are critical aspects of ensuring quality and accessibility - and the Federal Government's response to both is woefully inadequate. This is another clear instance of the gap between the Conservative Government's statements - its rhetoric - and its actions. The consequences are serious.

But the Federal Government must not renege, as it has been doing, on its responsibility to provide national leadership in such an important area of social and economic endeavour.

Co-ordination

Unfortunately, in spite of the exhortations at the Saskatoon Forum and the clear and very detrimental problems facing universities in this country, federal leadership in the co-ordination of the system has not been forthcoming; and neither does it appear imminent. There is no sign of this Conservative government meeting this crucial and urgent challenge. The New Democratic Party supports the establishment of a National Council on Post-Secondary Education to provide advice to the Federal Government on matters relating to post-secondary education objectives and funding. The Council should have representation from all regions and all sectors of the post-secondary community. Such a council would need to pay attention to, and respect, the constitutional make-up of Canada, but the Federal Government must not renege, as it has been doing, on its responsibility to provide national leadership in such an important area of



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social and economic endeavour.

Ensuring that Canada's post-secondary education system, presently representing about a \$7 billion annual investment, of which the Federal Government contributes about \$5.4 billion, is meeting the needs of Canadians is a national challenge. There needs to be a commitment from the Federal Government to research, education and to a leadership role.

The Crisis in funding of Canada's Universities

The gap between the government's rhetoric on post-secondary education and research and its actions is hypocritical and cynical. This is particularly evident in post-secondary education funding.

The crisis in underfunding of Canada's universities has been greatly exacerbated since Mr. Mulroney formed government in 1984. Previous Liberal federal governments underfunded the system too, and cut funds when more was needed, but the attack in the two Wilson Budgets of 1985 and 1989 together constitute a major assault on the system - and this at the same time as the Prime Minister is professing his commitment to post-secondary education.

It is difficult to understand the Mulroney government's decision to further and drastically reduce its commitment to funding post-secondary education by almost \$7 billion from 1986-87 to 1994-95 in the face of all of the evidence of critical need. No Government with foresight and an appreciation of the importance of post-secondary education to all aspects of the economic, social and political health of the Nation would respond in this way.

The Provinces have not been fulfilling their responsibilities adequately either. Continued federal underfunding, of course, is much harder on the less wealthy provinces which have less scope for making up for the loss of federal funds. This can only lead to an increas-

NDP

Continued from page 11

ing divergence in quality in our education institutions between those in the more affluent provinces and those which happen to be in provinces which are less well-off. This effect of federal underfunding is so obvious that the Federal government must be taken to understand the implications of its actions. Similarly, it is difficult to see how the federal government could not understand that its continued and increasing underfunding leads to upward pressure on student fees. (The government will also be aware of the studies that show that increases in fees will prevent more students from benefitting from post-secondary education and subsequently making an increased contribution to the social and economic well-being of society.) This applies to every aspect of post-secondary education - from laboratory equipment to library holdings; in fact to the quality of post-secondary education itself. The Government must be taken to appreciate the deleterious implications of underfunding, but to be attacking the system, nonetheless.

The figures show that support per student in U.S. public universities is substantially higher than in Canada. A study by the Council of Ontario Universities, entitled *Financing Universities in North America: Can Ontario Compete?*, pointed out that funding per full-time student in U.S. public universities is about 35% higher than in Ontario's universities. This is occurring in the province with the largest post-secondary education system in the country. To compete with the U.S., it is necessary to find ways to increase, rather than decrease, government contributions to our universities.

It is critical that the Federal Government recognise the need to invest in Canada's future, in Canada's people capital.

As has been pointed out by numerous groups and government advisory panels, the most recent being that contained in the Lortie Report, per capita dollars spent on research in this country is so low as to threaten our economic competitiveness. Many, including the New Democratic Party have argued for a doubling of Federal government funds available for research in order that Canada can be internationally competitive.

Universities and the Future

It is critical that the Federal Government recognise the need to invest in Canada's future, in Canada's people capital. Investment in education is not like a politically motivated financing of a factory in a politically sensitive area. It is a critically important investment in the future. Until the government begins to act in harmony with its own rhetoric,

the post-secondary education system, will suffer and so will the country.

The policies of the New Democratic Party remain as they were leading up to the last election. However, the continuation of the Conservative government's policies has intensified the need to respond quickly and effectively to the needs of post-secondary education in Canada. As a Party we remain committed to a high quality, accessible, adequately funded post-secondary education system. And we remain committed to doubling government support for research and development and, in addition, to annual increases which account for inflation and the growth in GNP. We remain convinced of the importance of the potential role for the federal government in co-ordinating and adequately funding the system.

In terms of specifics, New Democrats are committed to:

- *Stable and adequate funding for post-secondary education through negotiated arrangements with provincial governments

- *increases in federal funding at a level which covers the real cost of ensuring accessible, high quality post-secondary education

- *a one time infusion of funds to assist in making up for reductions in funding caused by damaging policies of Liberal and Conservative governments

- *providing increased and long term funds for research and development in Canadian universities

- *working towards the restoration of a greater financial role for the federal government - moving towards a 50-50 cost-sharing arrangement

New Democrats are committed to a continuation of Canada's traditional commitment to an accessible post-secondary education system. To this end the Party remains committed to:

- *ending tuition fees as method of partially financing post-secondary education

- *improving the Canada Student Loans Plan by transforming it into a primarily grant-based plan, fully available to both full-time and part-time students

- *encouraging the construction of student housing at PSE institutions in communities with a shortage in adequate, affordable housing

- *providing student loans at an interest rate which is not higher than the rate of inflation

- *ensuring that part-time students are eligible for student aid on a pro-rated basis

- *increasing support for students from disadvantaged groups

- *ensuring that no Indian students are denied post-secondary education for lack of financial resources

- *providing greater opportunities and resources for mature students

- *encouraging women to enter non-traditional areas of education and research

- *assisting students from poorer countries to study in Canada

- *support the development of flexible educational programs, such as work-study programs

Policies followed by the Liberal government in 1977 (ending cost-

sharing), 1982 (ending revenue guarantee programs for health and post-secondary education) and 1983 (6 and 5 restraints) all hurt Canada's universities. The Liberals began the attack on Canada's post-secondary education system. The Conservative government has followed it with a vengeance. Neither of them have implemented

policies which serve well post-secondary education and research in Canada.

The New Democratic Party's policies, if implemented, would enable Canada's universities, colleges and technical institutes to educate Canadians to make the best use of their talents and meet the challenges they face. Time is running out.

SCHOLARSHIP

THE CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
announces the 22nd Annual

J.H. STEWART REID MEMORIAL FELLOWSHIP FOR 1990-91 DOCTORAL STUDIES

The J.H. Stewart Reid Memorial Fellowship has been established through voluntary contributions to honour the memory of the first Executive Secretary of the Association.

VALUE OF AWARD: One fellowship in the amount of \$5500.

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ANNOUNCEMENT OF AWARD: May 1989.

FOR FURTHER INFORMATION AND APPLICATION FORMS, WRITE TO:

Awards Officer
Canadian Association of University Teachers
294 Albert Street
Suite 300
Ottawa, Ontario
K1P 6E6

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La 22^e bourse annuelle

J.H. STEWART REID POUR ETUDES DOCTORALES 1990-91

La bourse à la mémoire de J.H. Stewart Reid est constituée de dons volontaires consentis par des personnes et des organismes en témoignage de gratitude à l'égard du premier secrétaire général de l'Association.

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(N.B. CETTE BOURSE EST OFFERTE SEULEMENT AUX ETUDIANTS INSCRITS DANS UN PROGRAMME DE DOCTORAT)

LIMITE: 28 février 1989.

ANNONCE DES RESULTATS: Mai 1989.

RENSEIGNEMENTS ET FORMULAIRES DE DEMANDE:

Agent des Bourses
Association canadienne des professeurs d'université
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Ottawa (Ontario)
K1P 6E6

Les universités canadiennes: L'approche Néo-démocrate

par Chris Axworthy, député

Le Critique NPD en matière de l'EPS
Le Dossier du Gouvernement

L'approche du gouvernement conservateur aux universités canadiennes a été carrément démentielle. Malgré les affirmations occasionnelles du premier ministre en faveur de l'éducation post-secondaire, le dossier du gouvernement est lamentable. Non satisfait de simplement poursuivre les coupures du gouvernement libéral précédent, le gouvernement Mulroney s'est attaqué aux universités. Il est à noter qu'au congrès du Parti conservateur à Ottawa en août, monsieur Mulroney a dit: (traduction) "ce gouvernement portera sa part équitable du fardeau afin de s'assurer que tous les jeunes Canadiens-ne-s reçoivent une formation de première classe alors qu'ils et elles doivent affronter un défi de classe mondiale". Cette rhétorique du gouvernement semble mensongère face à ses gestes.

Malgré les conseils des universités, des facultés et des étudiant-es, et même de ses propres conseiller-ères (voir, par exemple, le Rapport Lortie), le gouvernement continue à sous-financer et à miner les occasions d'éducation et de recherche au Canada, et, du même coup, menace la capacité compétitive de ce pays.

L'ampleur de ces coupures frappe les universités comme un coup en dessous de la ceinture. Le gouvernement a diminué l'augmentation en dollars pour le financement des programmes établis (FPE) aux provinces à 2 pour cent en dessous de la croissance du Produit national brut (PNB) dès 1986-87; le budget de 1989 réduira davantage ce montant d'un pour cent à partir de 1990-91.

L'impact sera d'arracher de l'argent qui, sans ces coupures, aurait servi au développement de l'éducation post-secondaire. Le résultat est que les universités, les collèges généraux et techniques, les étudiant-es et tous les Canadiens et Canadiennes sont lésé-es par ces coupures. Le gouvernement initia ces coupures de manière unilatérale, sans consulter les provinces ou les établissements post-secondaires.

Non seulement les Conservateurs n'ont rien fait pour affronter le problème de sous-financement causé par les gouvernements libéraux successifs, mais ils ont empiré la situation.

L'ampleur des Coupures dans le Financement

Le gouvernement a effectué des coupures de l'ordre de 90 845 000 \$ en 1986-87 et ce montant a doublé à 195 159 000 \$ en 1987-88; le système a perdu 313 033 000 \$ en 1988-89. Il coupe les transferts aux provinces de 446 431 000 \$ pendant cette année scolaire. Une

diminution supplémentaire d'un pour cent en 1990-91 résultera en des coupures totales de 654 889 000 \$ pour 1990-91, 884 188 000 \$ pour 1991-92, 1 132 197 000 \$ pour 1992-93, 1 405 053 000 \$ pour 1993-94 et de 1 703 826 000 \$ pour 1994-95. Le gouvernement aura coupé presque 7 milliards de dollars entre 1986-87 et 1994-95!

Non seulement les Conservateurs n'ont rien fait pour affronter le problème de sous-financement causé par les gouvernements libéraux successifs, mais ils ont empiré la situation.

Depuis 1977, il y a érosion du financement gouvernemental et cette érosion continue à pas accéléré. Il en résulte que les universités doivent maintenant demander un appui financier privé croissant.

L'Impact des Coupures

Il en résulte que le problème aigu et bien documenté dont souffrent les universités canadiennes continue à s'aggraver. Des universités à travers le pays accusent des déficits. Un nombre record d'étudiant-es demandent à être admis-es et les classes deviennent encore plus bondées, et un nombre record d'entre eux et elles ne seront pas admis-es; le rapport personnel enseignant à étudiant-e a augmenté de plus de 50 pour cent dans certaines universités; plus que jamais, les aménagements sont en besoin de rénovation; les ressources déjà insuffisantes dans les bibliothèques deviennent encore plus désuètes; les écoles professionnelles subissent un encore plus grand problème à se faire accréditer; il existe un problème accru avec les équipements caducs; le moral actuellement peu élevé du personnel enseignant s'écroule; la qualité de l'enseignement aliène et inquiète plus intensément les étudiant-es; et un plus grand nombre de Canadiens et Canadiennes ne peuvent poursuivre leurs études, et seront empêché-es de contribuer au développement de l'économie, à cause des frais scolaires croissants qui empêchent déjà un bon nombre moins nanti de la population de poursuivre des études. En plus de ces problèmes avec les universités et les collèges, il faut se rappeler le niveau complètement insuffisant d'appui gouvernemental à la recherche et au développement au Canada.

Est-il donc surprenant que tellement d'études critiquent le système d'éducation et la capacité de recherche canadiens et les jugent insuffisants pour rencontrer les exigences du Canada dans les années 1990? Si rien n'est fait prochainement, le système universitaire pourrait souffrir à un tel point que le Canada risque de glisser à un statut de deuxième rang.

Accessibilité, Qualité et Coupures

Le Canada a réalisé d'importantes avancées dans les derniers 40 ans pour améliorer le taux d'accessibilité. Et cette atteinte a été réalisée dans le contexte d'un système d'éducation post-secondaire de qualité. Un financement fédéral et provincial adéquat est la clé pour continuer ces développements. Depuis 1977, il y a érosion du financement gouvernemental et cette érosion continue à pas accéléré. Il en résulte que les universités doivent maintenant demander un appui financier privé croissant. Un rapport récent indique que 56 universités sont en cours de réaliser des levées de fonds pour amasser 1,2 milliards de dollars.

Une prolongation de ce financement insuffisant engendrera d'autres réductions dans la qualité et/ou l'accessibilité et, conséquemment, la capacité compétitive du Canada en souffrira à l'échelle mondiale.

Le gouvernement conservateur semble vouloir orienter le système d'éducation post-secondaire canadien vers le système américain. Certain-es ne voient même aucune injustice à imposer des frais scolaires aux alentours de 10 000 \$, comme c'est le cas aux États-Unis! Il est intéressant de noter que les alliés du gouvernement, tels l'Association des manufacturiers canadiens et le quotidien torontois "The Globe and Mail" se sont déjà prononcés en faveur de la privatisation des universités canadiennes.

Tout comme l'indiquent les déclarations du gouvernement, les universités sont une source de richesse pour une société fondée sur la connaissance. Un financement insuffisant empêche les universités d'exercer leur devoir dans l'intérêt des Canadiens et Canadiennes. Il est temps que l'on dise qu'on en a assez - que le Canada est trop important pour porter atteinte aux universités de ce pays de la manière dont ont fait les gouvernements successifs, et, en particulier, l'actuel gouvernement conservateur.

Mais le gouvernement fédéral ne doit pas renoncer, comme c'est le cas, à ses responsabilités de donner une direction dans un domaine d'initiative sociale et économique que aussi important.

Dans le contexte de l'éducation universitaire, la coordination et le financement sont des aspects critiques pour assurer la qualité et l'accessibilité - et la réponse du gouvernement fédéral à ces deux aspects est lamentablement inadéquate. Voilà un autre exemple clair de l'écart entre les déclarations du gouvernement - sa rhétorique - et ses actions. Les conséquences sont sérieuses.

Coordination

Malheureusement, malgré les exhor-



Chris Axworthy

tations au Forum de Saskatoon et malgré les problèmes évidents et très déprimants que doivent affronter les universités de ce pays, le leadership fédéral n'est pas évident; il n'apparaît pas imminent non plus. Il n'y a aucun signe que le gouvernement conservateur s'apprête à relever ce défi crucial et urgent. Le Nouveau Parti démocratique appuie la mise sur pied d'un Conseil national sur l'Éducation post-secondaire pour conseiller le gouvernement fédéral sur des sujets relatifs aux objectifs et au financement de l'éducation post-secondaire. Le conseil devrait représenter toutes les régions et tous les secteurs de la communauté post-secondaire. Un tel conseil devrait porter attention et respecter les structures constitutionnelles du Canada, mais le gouvernement fédéral ne doit pas renoncer, comme c'est le cas, à ses responsabilités de donner une direction dans un domaine d'initiative sociale et économique aussi important.

C'est un défi national que de s'assurer que le système d'éducation post-secondaire du Canada, qui représente actuellement un investissement annuel de 7 milliards de dollars, et auquel le gouvernement fédéral contribue 5,4 milliards de dollars, soit à la hauteur des exigences du peuple canadien. Le gouvernement fédéral doit prendre un engagement dans la recherche, l'éducation et dans un rôle de leadership.

La Crise du Financement Universitaire Canadien

L'écart entre la rhétorique du gouvernement en matière d'éducation post-secondaire et de recherche et ses gestes fait preuve de l'hypocrisie et du cynisme de celui-ci. Ceci est particulièrement évident dans le financement de l'éducation post-secondaire.

La crise résultant du sous-financement des universités canadiennes a été grandement aggravée depuis que monsieur Mulroney a formé un gouvernement en 1984. Les gouvernements libéraux précédents ont également contribué au sous-

Voir "Néo-démocrate", à la page 14

Néo-démocrate

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financement et ont coupé des ressources lorsqu'ils auraient dû les augmenter. Cependant, les attaques dans les deux budgets Wilson de 1985 et 1989 constituent ensemble un assaut majeur au système - et ce, en même temps que le premier ministre professe son engagement à l'éducation post-secondaire.

Il est difficile de comprendre la décision du gouvernement Mulroney de réduire davantage et de manière drastique son engagement de financer l'éducation post-secondaire de presque 7 milliards de dollars de 1986-87 jusqu'à 1994-95 quand les preuves indiquent un besoin critique. Aucun gouvernement qui est prévoyant et qui considère l'importance de l'éducation post-secondaire dans tous les aspects du bien-être économique, social et politique du pays, réagirait de cette manière.

Les provinces n'ont pas non plus pris en main leurs responsabilités de manière adéquate. Le sous-financement fédéral continu est évidemment plus dur sur les provinces moins nanties qui peuvent plus difficilement substituer la perte de revenu fédéral. Ceci ne fait qu'accentuer la divergence de qualité dans nos établissements d'enseignement pour les étudiant-e-s entre les provinces plus affluentes et celles moins affluentes.

Cet effet du sous-financement fédéral est si évident qu'il faut prendre pour acquis que le gouvernement fédéral comprend bien les implications de ses gestes. De manière similaire, il est difficile d'estimer que le gouvernement ne comprendrait pas comment ce sous-financement continu et croissant mène à des pressions à la hausse des frais de scolarité. (Le gouvernement doit également être au courant des études réalisées qui indiquent qu'une augmentation des frais empêchera un plus grand nombre d'étudiant-e-s de tirer profit des études post-secondaire et, subséquemment, de contribuer davantage au bien-être social et économique de la société.) Ceci s'applique à tous les aspects de l'éducation post-secondaire - des équipements de laboratoire aux ressources bibliothécaires; en fait, à la qualité même de l'éducation post-secondaire. Il faut prendre pour acquis que le gouvernement réalise les effets délétères du sous-financement, et cependant il s'attaque au système.

Les chiffres démontrent que l'appui financier par étudiant-e dans les universités publiques américaines est substantiellement plus élevé qu'au Canada. Une étude réalisée par le Conseil des universités de l'Ontario, intitulée *Financing Universities in North America: Can Ontario Compete?*, a démontré que le financement par étudiant-e à temps complet dans les universités publiques américaines est environ 35 pour cent plus élevé que dans les universités de l'Ontario, province où est situé le plus grand système d'éducation post-secondaire dans ce pays. Afin de faire concurrence aux États-Unis, il est nécessaire de trouver des moyens d'augmenter les contributions gouvernementales à nos universités plutôt que de les réduire.

Tout comme l'ont indiqué de nom-

breux groupes et comités consultatifs gouvernementaux, le plus récent ayant rédigé le Rapport Lortie, le montant de dollars per capita dépensé en recherche dans ce pays est si bas qu'il menace notre compétitivité économique.

Il est primordial que le gouvernement fédéral reconnaisse le besoin d'investir dans l'avenir du Canada, dans son capital humain.

Nombreux-x sont ceux et celles, dont les Néo-Démocrates, qui préconisent de doubler les fonds gouvernementaux disponibles pour la recherche afin que le Canada soit compétitif au niveau international.

Les Universités et l'Avenir

Il est primordial que le gouvernement fédéral reconnaisse le besoin d'investir dans l'avenir du Canada, dans son capital humain. L'investissement dans l'éducation n'est pas comme le financement d'une usine qui est motivé par des raisons politiques dans une région politiquement sensible. C'est un investissement d'importance critique dans l'avenir. D'ici à ce que le gouvernement commence à poser des gestes en harmonie avec sa propre rhétorique, le système d'éducation post-secondaire et le pays souffriront.

Les politiques du Nouveau Parti démocratique sont les mêmes qu'elles étaient avant et pendant les dernières élections. Cependant, la prolongation des politiques du gouvernement conservateur a intensifié le besoin de réagir rapidement et effectivement pour remplir les exigences de l'éducation post-secondaire au Canada. Comme parti, nous gardons notre engagement envers un système d'éducation post-secondaire de haute qualité, accessible et adéquatement financé. Et nous gardons notre engagement de doubler le soutien gouvernemental à la recherche et au développement et, en plus, d'augmenter annuellement celui-ci au rythme de l'inflation et de la croissance du PNB. Nous restons convaincus de l'importance du rôle potentiel du gouvernement fédéral dans la coordination et le financement adéquat du système.

Dans des termes plus spécifiques, les Néo-Démocrates prennent un engagement envers:

- *un financement stable et adéquat de l'éducation post-secondaire par l'entremise de mesures négociées avec les gouvernements provinciaux
- *une augmentation du financement de l'éducation post-secondaire couvrant les frais réels pour assurer une éducation accessible et de haute qualité
- *une infusion unique de fonds pour assister au recouvrement des fonds perdus lors des diminutions de financement causées par les politiques détractantes des gouvernements libéraux et conservateurs
- *une augmentation des fonds à long terme pour la recherche et le développement dans les universités

canadiennes

*une approche à la restauration d'un plus grand rôle financier pour le gouvernement fédéral - une direction vers un plan de partage des coûts à 50 pour cent

Les Néo-Démocrates poursuivent leur engagement de continuer l'obligation traditionnelle canadienne envers un système d'éducation post-secondaire accessible. A cette fin, le parti s'engage toujours à:

- *mettre fin au financement partiel de l'éducation post-secondaire par les frais de scolarité
- *améliorer le Régime des prêts pour étudiants du Canada en le transformant en un régime primordialement fondé sur les bourses, entièrement disponible aux étudiant-e-s à temps complet et à temps partiel
- *encourager la construction du logement pour étudiant-e-s aux établissements d'études post-secondaire dans les communautés accusant une pénurie de logement adéquat et abordable
- *offrir des prêts pour étudiant-e-s à des taux d'intérêt ne dépassant pas le taux d'inflation
- *s'assurer que les étudiant-e-s à temps partiel sont éligibles à l'aide financière au prorata de leur charge de cours
- *augmenter le soutien aux étudiant-e-s provenant de groupes désavantagés

*s'assurer que l'on ne refuse pas une éducation post-secondaire aux étudiant-e-s autochtones pour manque de ressources financières

*accroître les occasions et les ressources pour les étudiant-e-s matures

*encourager les femmes à participer dans des domaines non-traditionnels d'études et de recherche

*aider les étudiant-e-s des pays plus pauvres à venir étudier au Canada

*soutenir le développement de programmes éducatifs flexibles, tels les programmes travail-étude

Les politiques du gouvernement libéral en 1977 (arrêt du partage des coûts), 1982 (arrêt des programmes de garantie de revenu pour l'éducation de la santé et post-secondaire) et 1983 (programme 6 et 5 pour cent) ont touché les universités canadiennes. Les Libéraux ont commencé l'attaque du système d'éducation post-secondaire. Le gouvernement conservateur a suivi la même voie avec vengeance. Ni l'un ni l'autre n'ont mis en oeuvre des politiques servant bien l'éducation post-secondaire et la recherche au Canada.

Les politiques du Nouveau Parti démocratique, si elles étaient mises en oeuvre, permettraient aux universités et collèges généraux et techniques de fournir un enseignement aux Canadiens et Canadiennes axé sur leurs talents et relèverait le défi qu'ils et elles doivent affronter. Le temps s'écoule.



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CAUT comments / Commentaires de l'ACPU

The Funding of the Universities

This is the fifth edition of the Tory Record in the CAUT Bulletin. In the previous four we have analysed in considerable detail the historical path of the support for universities and post-secondary education in Canada by the ministries of Mr. Mulroney. Rather than replicate that commentary we will examine the main threads of financing. There have been a number of reports — by Wright, Johnson, the MacDonald Royal Commission, the Neilsen Task Force — that have proposed various schemes for the financing of post-secondary education and the proper role to be played in the operation of the universities by the federal government. What has been constant during this period is that the federal government has remained the major source of finance for post-secondary education and has delivered that financing under the provisions of the Established Programmes Finance Act.

The present manner in which post-secondary education is funded in Canada is clearly cumbersome and often capricious. The recipients of government funding, the universities, have found themselves at the wrong end of government withdrawal of support, whether that has been from certain provincial governments or the government of Canada.

The very fact that there are two levels of government involved in the funding has led to difficulties in political motiva-

tion. It has been the claim of federal politicians and mandarins that the federal government does not receive sufficient credit for the part it plays in the support of post-secondary education. This may well lie at the heart of the alteration in the support that the PC ministries of Mr. Mulroney has given to post-secondary education.

The present manner in which post-secondary education is funded in Canada is clearly cumbersome and often capricious.

When in opposition, the PCs decried the 6 and 5 limitation on the revenue equalization part of the transfer payments which were imposed by the Liberals. What has happened since then is that the Minister of Finance, Mr. Wilson, has made even greater cuts in the money provided under the Established Programmes Finance Act. In his defence the government has argued that they have not made cuts but rather that they have limited growth. The effect on the universities is profound whatever words are used to describe the process. Compared with the original provision of

funds for post-secondary education there has been a dramatic and telling reduction in support by the government of Canada.

When asked "Does your party support the continuation of the EPF act in its present form insofar as it deals with post-secondary education?..." the PC answer was in part, "Yes, we support fully the original 1977 funding formula and the legislation providing for that. The only caveat is that the losses under 6&5 restraint cannot be compensated" Mr Wilson introduced a 2% cut in the escalator in EPF from what it should have been. This legislation was introduced in June 1986.

Compared with the original provision of funds for post-secondary education there has been a dramatic and telling reduction in support by the government of Canada.

Graph 1 illustrates that the cumulative effects of all the cuts by 1994-95 will be more than 11 billion dollars. One of the curves shows the effects of that 2% cut on top of the 6 & 5 cut that had been made by the Liberals. As graph 1 makes



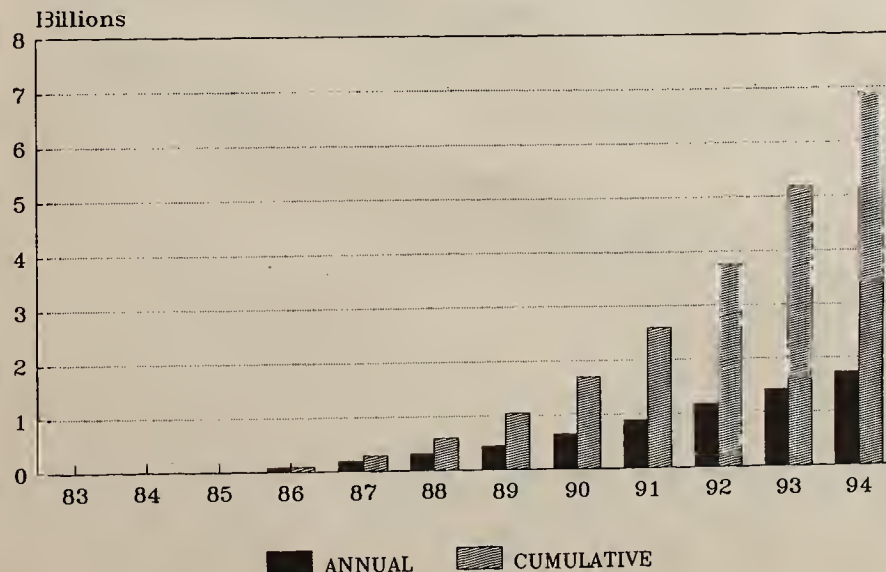
Michael Wilson

clear the effect of the PC cuts are cumulatively greater than the 6 & 5 cuts which they had criticised.

CAUT projections show that the cumulative shortfall, brought about by PC actions, will be of the order of 7 billion dollars by 1994-95.

GRAPH 2

TOTAL PC CUTS



When the 1988 election was called CAUT asked the federal parties to answer certain questions. One of these dealt with the cuts that had been introduced in Mr. Wilson's legislation. It said "Would your party restore this money if it were elected to office? If so over what time period?" The PC answer did not include an undertaking to do so but finally pointed out, "... This funding is growing at a rate of about 5% annually - which compares favourably with many other areas of federal spending. The federal government is doing a great deal to fund Post-secondary education and health in times of continuing restraint." When he introduced his next budget after the election Mr. Wilson included another cut in the growth of the escalator, this time of 1%. The addition of this 1% cut is also shown in graph 1.

CAUT projections show that the cumulative shortfall, brought about by PC actions, will be of the order of 7 billion dollars by 1994-95. The effects of the PC changes to the EPF provisions are illustrated in graph 2. It is clear that the effect of PC cuts is greater than the initial cuts made by the Liberals.

Funding

Continued from page 15

Although it appears paradoxical that cuts with a label 'six and five' should in fact be less than ones with the labels 'two percent' and 'one percent' the calculations are correct. The Liberals limitation was to the potential growth while the PC cuts are directly to the amount of the actual transfer.

In response to the criticism of yet more cuts it has been argued by the government that the rate of increase of transfers is still above the rate of inflation. The rate of inflation they are using is the usual indicator of changes in CPI. Unfortunately universities do not operate in exactly the same market as an average household. The Canadian Association of University Business Officers has calculated that the effective inflation rate for universities is roughly

twice that of the CPI indexed rate. Clearly the argument to defend the additional cuts is not strong: the provision of funds will effectively decline.

This shortfall in support from that

The clear message from these financial cuts is that the government of Canada is going to limit its involvement in the funding of post-secondary education.

originally foreseen in the EPF ACT has been exacerbated by the rise in student enrollment. In the period in which the PCs have been in power the number of students enrolled in universities has in-

creased. This is a continuation of the trend that originated in the mid-seventies which had not been foreseen. Most predictions of potential enrollment had been based on the 18-24 cohort. The major changes in enrollment came about by greater participation by other age groups and women.

The clear message from these financial cuts is that the government of Canada is going to limit its involvement in the funding of post-secondary education. It has been suggested that this might be a way of inducing the provinces to undertake accountability for the expenditure of money that comes from EPF. It has also been suggested that we are seeing the withdrawal of the government of Canada from this funding programme. Gradually, as the transfers under EPF provide relatively less and less of the necessary funding, the provincial governments will have to

find other sources of revenue to pay for post-secondary education.

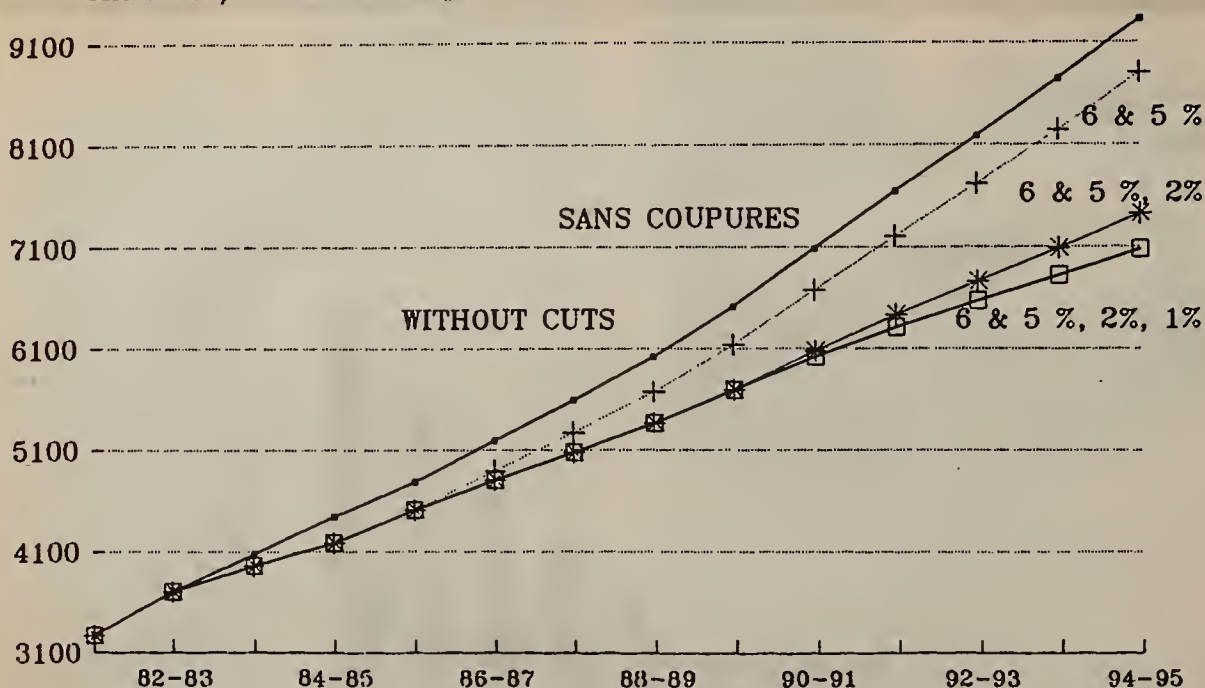
The Tory record on finance is clear: they have not supported the financial arrangements which they originally said that they would. The effects of their cuts will be real and negative.

The Tory record on finance is clear: they have not supported the financial arrangements which they originally said that they would. The effects of their cuts will be real and negative. They represent a withdrawal of commitment to post-secondary education that has not been compensated for by other arrangements.

GRAPH 1

EFFECT OF CUTS TO EPF PSE TRANSFERS IN CANADA

Millions / millions de \$



CAUT comments / Commentaires de l'ACPU

Le financement des universités

Voici la cinquième édition du Bilan des Conservateurs du *Bulletin* de l'ACPU. Les quatre bilans précédents offraient une analyse étoffée de l'historique de l'appui des gouvernements de M. Mulroney aux universités et à l'enseignement postsecondaire. Plutôt que de faire comme d'habitude, nous examinerons les principaux aspects du financement des universités. De nombreux rapports, notamment les rapports Wright, Johnson, la Commission royale d'enquête MacDonald, le groupe de travail Neilsen, ont proposé diverses stratégies de financement de l'enseignement postsecondaire et ont défini le rôle approprié que devrait jouer le gouvernement fédéral dans le fonctionnement des universités. Au cours de cette période, on remarque une constance. En effet, le gouvernement fédéral est demeuré la source principale de financement de l'enseignement postsecondaire qu'il a impartie en vertu de la Loi sur le Financement des programmes établis.

Le financement actuel de l'enseignement postsecondaire au Canada est très lourd et bien souvent capricieux. Les universités, à qui les crédits fédéraux sont impartis, ont subi les contre-coups du retrait de l'aide financière gouvernementale, que cela soit de certains gouvernements provinciaux ou du gouvernement fédéral.

Si l'on compare la situation actuelle aux dispositions initiales relatives aux crédits consacrés à l'enseignement postsecondaire, on constate une réduction alarmante et révélatrice de l'aide financière du gouvernement fédéral.

L'existence de deux paliers de gouvernements participant au financement soulève des problèmes de motivation politique. Les politiciens fédéraux et les hauts-fonctionnaires prétendent que l'on ne fait pas assez honneur au gouvernement pour le rôle qu'il joue dans le financement de l'enseignement postsecondaire. Voilà peut-être la raison principale expliquant pourquoi l'appui

des Conservateurs à l'enseignement postsecondaire s'est modifié pendant les mandats de M. Mulroney.

Lorsqu'ils formaient l'opposition, les Conservateurs ont critiqué les restrictions des 6 et 5 % imposées par les Libéraux à l'équilibre des recettes au titre des transferts de paiement. Le ministre des Finances, M. Wilson, a depuis réduit de façon encore plus importante les crédits prévus en vertu de la Loi sur le Financement des programmes établis. Le gouvernement prétend, pour sa défense, qu'il n'a pas effectué de compressions mais qu'il a plutôt limité la croissance. Les conséquences sur les universités sont profondes peu importe les mots utilisés pour décrire le processus. Si l'on compare la situation actuelle aux dispositions initiales relatives aux crédits consacrés à l'enseignement postsecondaire, on constate une réduction alarmante et révélatrice de l'aide financière du gouvernement fédéral.

A la question "Votre parti prône-t-il le maintien de la Loi sur le financement des programmes établis sous sa forme actuelle pour ce qui est de l'enseignement postsecondaire (...)?", les Conservateurs ont répondu en partie, "Oui, nous sommes pleinement en faveur de la formule de financement initiale de 1977 ainsi que des mesures législatives qui s'y rattachent. La seule réserve que nous ayons est que les pertes subies par suite de l'imposition du programme de



Michael Wilson

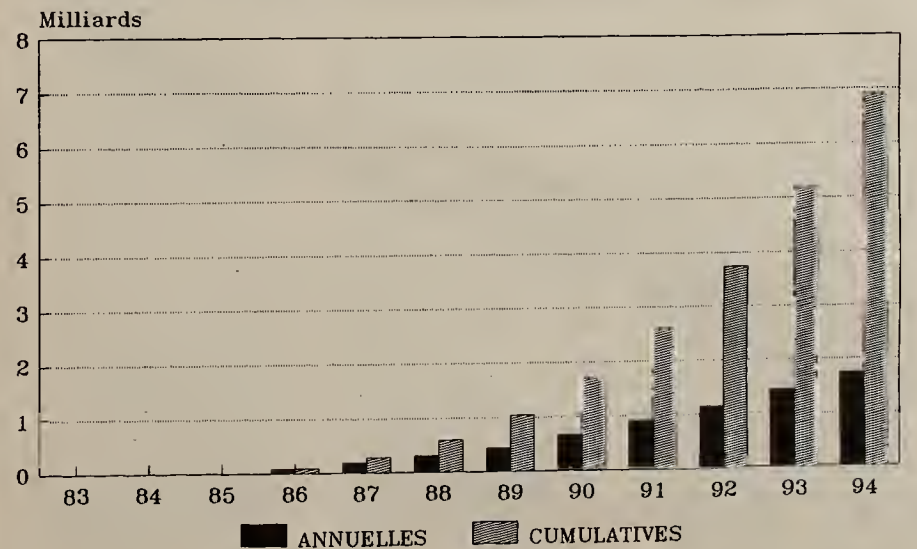
restriction des 6 et 5 pour cent ne peuvent être compensées. (...) M. Wilson a annoncé une réduction de 2 % du facteur de progression au titre du FPE par rapport au montant prévu initialement. La loi fut déposée en juin 1986.

Le graphique 1 démontre que les effets cumulatifs de toutes les réductions se chiffreront à plus de 11 milliards d'ici 1994-1995. L'une des courbes illustre les conséquences de la réduction de 2 % ajoutée à celles des 6 et 5 % imposées par les Libéraux. A la lumière du graphique 1, il est évident que les conséquences des réductions des Conservateurs sont, de manière cumulative, plus grandes que les restrictions des 6 et 5 % qu'ils avaient critiquées.

Le financement actuel de l'enseignement postsecondaire au Canada est très lourd et bien souvent capricieux.

GRAPHIQUE 2

RÉDUCTIONS TOTALES DU PC



D'après les prévisions de l'ACPU, le manque à gagner cumulatif, imputable aux gestes des Conservateurs, s'élèvera à 7 milliards de dollars d'ici 1994-1995.

Au déclenchement des élections de 1988, l'ACPU a demandé aux partis fédéraux de répondre à certaines questions. L'une d'entre elles traitait des compressions prévues dans la loi de M. Wilson. "Est-ce que votre parti rétablirait cette somme s'il était élu au pouvoir? Dans l'affirmative, selon quel intervalle?" La réponse des Conservateurs n'indiquait aucune intention de le faire, mais finalement, elle précisait, "(...) Le taux de croissance de ce financement est d'environ 5 % par an - ce qui se compare favorablement à

Voir "Financement", à la page 18

Financement

Suite de la page 17

celui de plusieurs autres domaines des dépenses fédérales. Le gouvernement fédéral fait beaucoup pour financer l'EPS et les soins de santé en période de contraintes budgétaires continues. Après les élections, lorsqu'il a déposé son nouveau budget, M. Wilson y a inclus une autre réduction de la croissance du facteur de progression, de 1 % cette fois. Le graphique 1 illustre cette nouvelle réduction de 1 %.

D'après les prévisions de l'ACPU, le manque à gagner cumulatif, imputable aux gestes des Conservateurs, s'élèvera à 7 milliards de dollars d'ici 1994-1995. Le graphique 2 illustre les conséquences des modifications des Conservateurs aux dispositions du FPE. Il ne fait pas de doute que l'effet des compressions des Conservateurs est plus important que les premières réductions des Libéraux. Les calculs sont exacts bien que cela puisse paraître paradoxal que des restrictions identifiées par l'expression "des six et cinq pour cent" aient un effet moindre que celles de "un pour cent" et de "deux pour cent". Les restrictions des Libéraux s'appliquaient à la croissance possible alors que celles des Conser-

vateurs s'appliquent directement au montant des transferts réels.

Le message clair qui se dégage des compressions budgétaires est que le gouvernement fédéral s'apprête à limiter sa participation au financement de l'enseignement postsecondaire.

Pour répliquer aux critiques s'opposant à davantage de réductions, le gouvernement a soutenu que le taux de croissance des paiements de transfert était encore au-dessus du taux de l'inflation. Le taux d'inflation qu'il utilise est l'indice habituel des modifications à l'IPC. Malheureusement, les universités ne fonctionnent pas exactement dans le même marché qu'un ménage moyen. D'après les calculs de l'Association canadienne du personnel administratif universitaire, le taux d'inflation pour les

universités est en effet environ deux fois celui du taux indexé de l'IPC. De toute évidence, l'argument à l'appui des réductions supplémentaires n'est pas solide: l'attribution de crédits ira effectivement en diminuant.

La hausse des effectifs étudiants a exacerbé le manque à gagner de l'aide financière initialement prévue dans la Loi sur le FPE. Pendant le règne des Conservateurs, le nombre des effectifs étudiants dans les universités a augmenté. Ce phénomène poursuit la tendance née vers le milieu des années 1970 qui n'avait pas été prévue. La plupart des prévisions s'étaient surtout fondées sur l'inscription éventuelle des 18-24 ans. La modification des effectifs s'est traduite principalement par la participation accrue d'autres groupes d'âge et des femmes.

Le message clair qui se dégage des compressions budgétaires est que le gouvernement fédéral s'apprête à limiter sa participation au financement de l'enseignement postsecondaire. On a laissé entendre que le gouvernement agissait ainsi afin d'inciter les provinces à assumer la responsabilité des dépenses de crédits provenant du FPE. On a également laissé entendre que l'on assistait au retrait du gouvernement

fédéral de ce programme de financement. A mesure que les paiements de transfert au titre du FPE fourniront relativement de moins en moins de crédits nécessaires, les gouvernements provinciaux devront trouver d'autres sources de revenu pour financer l'enseignement postsecondaire.

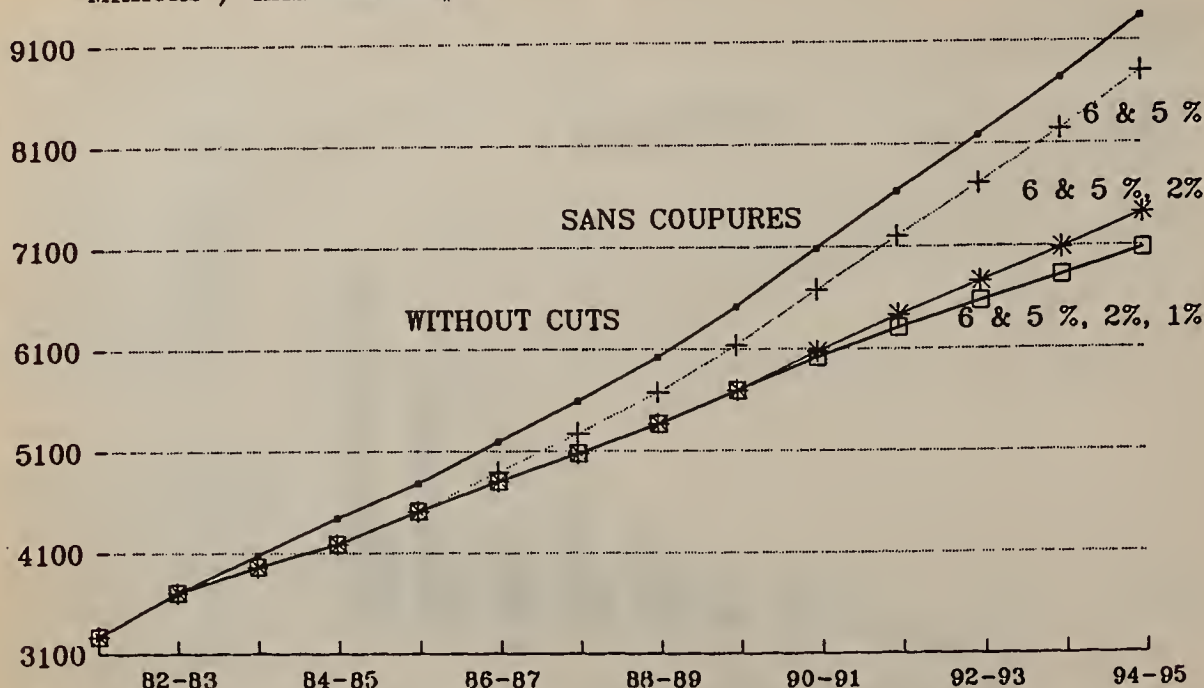
Le bilan des Conservateurs en matière de financement est manifeste: Ils n'ont pas tenu leur promesse de soutenir les ententes financières. Les conséquences de leurs compressions seront réelles et négatives.

Le bilan des Conservateurs en matière de financement est manifeste: Ils n'ont pas tenu leur promesse de soutenir les ententes financières. Les conséquences de leurs compressions seront réelles et négatives. Elles représentent un désengagement vis-à-vis l'enseignement postsecondaire que d'autres ententes n'ont pas compensé.

GRAPHIQUE 1

L'EFFETS DES COUPURES AUX TRANSFERTS POUR L'E.P.S. AU CANADA

Millions / millions de \$



Tory tax policy — old hangovers, new wrinkles?

by Robert Kerr

The major event in the area of tax policy since the 1988 federal election has been the release in August of the Department of Finance's Technical Paper on the Goods and Services Tax. A full report on CAUT's Brief to the House of Commons Finance Committee in response to the Technical Paper has been published in the October *Bulletin*.

In summary, CAUT's Brief takes the view that the government's stated objective of "saving harmless" public institutions like universities from the impact of the tax would be better served by making educational services "tax-free", rather than "tax-exempt". Under the "tax exemption" system proposed by the Department of Finance, research and educational services performed by the universities will in fact bear a tax burden. This is inconsistent with the basic principles of the goods and services tax reform.

While universities will receive a rebate of taxes collected from them, the rebate will only offset a portion of the tax burden. Moreover, the rebate system may result in differences in treatment between individual institutions, as well as impose additional administrative complexity.

Other aspects of the new tax which are of particular concern include the new tax burden imposed on students in the absence of any exemption for required books and equipment, and the lack of information in the Technical Paper on the tax treatment of research.

The process of public discussion and consultation which has preceded the introduction of the goods and services tax has been remarkable for its

thoroughness. The extent to which the government will take advantage of this input in making its final decisions concerning this tax remains to be assessed.

The taxation of academic research

The refusal of the federal government to allow appropriate tax deductions for research expenses incurred by academics out of their own funds continues. As a result of continuing underfunding, not only are academics compelled to contribute their own incomes toward necessary research expenses, but these contributions are being made out of after-tax dollars.

The inequity of this was noted in 1984 in the Report of the Parliamentary Subcommittee on Taxation of Visual and Performing Artists and Writers. During the 1984 election campaign the Progressive Conservative Party undertook to deal with this issue if elected. No corrective action has been taken by the government in the intervening years. Indeed the elimination of the \$500 employment expense allowance in 1988 has removed the limited tax relief for this type of expense that previously existed.

There has been some recent progress through the development of plans allowing academics to receive research grants in lieu of a portion of their salary on a regular basis. There are no adequate regulations guiding such plans, however, so that widely differing arrangements and considerable uncertainty prevail. There is reason to fear that, if arrangements are to satisfy tax authorities, they must include onerous application procedures and restrictions on the use of funds which severely limit the potential of such plans for assisting academics in carrying out their research.

Research and development

The definition of research under In-

come Tax Regulations continues to discriminate against research in the humanities and social sciences. As a result, tax incentives available for scientific research are specifically denied to research in the humanities and social sciences.

In 1987 the House of Commons Committee on Finance and Economic Affairs recommended removal of this discrimination. The government has declined to act on this recommendation.

Taxation policy and pensions

For a number of years, the government has been proposing major reform to retirement savings provisions under the Income Tax Act. While some changes have been implemented with respect to retirement savings plans, reforms affecting pension plans have been repeatedly postponed.

One of the most serious consequences has been the erosion through inflation of the income security of those who will retire in the future. There has been no adjustment on monetary limits to allow for inflation in well over a decade.

The government has indicated that, in fact, this erosion of income security for future retirees is part of a deliberate policy. In a letter to the Canadian Teachers' Federation dated June 6, 1989, the Minister of Finance stated:

Under the existing limit, full tax assistance is provided on earnings up to about 3 1/2 times the average wage. Freezing the maximum pension limit until 1995 is expected to reduce the maximum level of earnings subject to full tax assistance to about 2 1/2 times the average wage by 1995. The proposed reduction in the amount of tax assistance provided to high-income earners is consistent with the recommendations of a

Parliamentary Committee on Pension Reform in 1983. The change is necessary to help finance improvements to the tax treatment of retirement savings — such as the carry-forward of unused RRSP room — that will benefit taxpayers at all income levels.

In other words, it appears that the government is pursuing a measure of *expenditure neutrality* in the changes it is making to retirement savings. The tax cost of those changes which are more generous — such as improvements in registered retirement savings options — are to be recovered, at least in part, by lowering the tax cost of other retirement savings benefits such as pensions. In the long run, the consequence would seem to be that future retirees on pension plans will be contributing disproportionately, through reduced income security, to the cost of improving retirement security for those less adequately protected in the past.

Day-care

CAUT has endorsed the effective recognition in the Technical Paper or the Goods and Services Tax that day care is a basic public service. In the CAUT Brief to the Finance Committee the full implementation of this by applying "tax-free", rather than "tax exempt", status to day-care services is advocated.

In action unrelated to the Goods and Services Tax proposal, CAUT has called for the government, at the very least, to honour its own commitments before and during the 1988 federal election to expanded provision of day-care. The slashing of these commitments in the April budget of the government was a particularly grievous breach of faith with the electorate.

La politique fiscale des Conservateurs: plus ça change, plus c'est pareil

par Robert Kerr

Depuis les élections fédérales de 1988, l'événement marquant en matière de fiscalité fut la publication en août du Document technique du ministère des Finances sur la taxe sur les produits et services. Un compte rendu complet du mémoire de l'ACPU présenté au Comité permanent des finances de la Chambre des communes en réaction au Document technique a paru dans le *Bulletin* d'octobre.

En résumé, la position de l'ACPU, dans le mémoire, est que l'objectif fixé du gouvernement "d'épargner" les établissements publics, entre autres les universités, de toute conséquence de la taxe serait plus profitable s'il "détaxait" les services pédagogiques au lieu de les "exonérer". En vertu du système de "détaxation" proposé par le ministère des Finances, la recherche et les services pédagogiques fournis par les universités subissent, en fait, un fardeau fiscal. Cette constatation n'est pas conforme aux principes de base de la réforme de la taxe sur les produits et services.

Alors que les universités auront droit

à une ristourne de la taxe qui leur aura été perçue, cette ristourne, cependant, ne compensera qu'une partie du fardeau fiscal. De plus, le système de ristourne peut entraîner un traitement différent d'un établissement à l'autre et augmenter les complications administratives.

D'autres aspects de la nouvelle taxe préoccupent particulièrement. Il s'agit notamment d'un fardeau fiscal supplémentaire imposé aux étudiants en l'absence d'une exonération de la taxe sur les livres et les fournitures et de l'imprécision du Document technique quant au traitement de la recherche aux fins de la taxe.

Les discussions et les consultations publiques qui ont précédé l'introduction de la taxe sur les produits et services furent remarquables par leur rigueur. Il reste maintenant à évaluer dans quelle mesure le gouvernement tiendra compte de ces réactions dans sa décision finale.

L'imposition de la recherche universitaire

Le gouvernement fédéral continue de refuser d'accorder des déductions

fiscales adéquates aux universitaires qui engagent des dépenses de recherches et qui les paient à même leur poche. En raison du sous-financement constant, non seulement les universitaires sont-ils obligés de puiser dans leur propre revenu pour payer les dépenses nécessaires liées à la recherche, mais ces sommes qu'ils investissent sont aussi nettes d'impôt.

Le rapport du Sous-comité sur l'impôt des créateurs, des interprètes et des écrivains, rendu public en 1984, a souligné cette inégalité. Au cours de la campagne électorale de 1984, le Parti progressiste-conservateur a promis de s'occuper de la question s'il était élu. Pendant les années qui ont suivi, le gouvernement n'a pris aucune mesure pour corriger la situation. De fait, l'élimination de la déduction pour emploi de 500 \$ en 1988 a supprimé l'allègement fiscal limité pour ce genre de dépenses qui existait auparavant.

On a remarqué un certain progrès dans l'élaboration de projets qui permettent aux universitaires de recevoir des subventions de recherche au lieu

d'une partie de leur salaire de façon régulière. Aucun règlement adéquat ne régit ces projets cependant, de sorte que l'on fait face à un large éventail d'ententes différentes et à beaucoup d'incertitude. Il y a lieu de craindre que, pour que ces ententes satisfassent les instances fiscales, elles doivent comprendre des procédures d'application coûteuses et des restrictions de l'usage des fonds, ce qui limite sérieusement les possibilités de ces ententes pour aider les universitaires à effectuer leurs recherches.

Recherche et développement

La définition de la recherche en vertu des règles de l'impôt sur le revenu continue de faire des sciences humaines et sociales les parents pauvres de la recherche. La recherche en sciences humaines et sociales se voit donc refuser expressément des stimulants fiscaux auxquels a droit la recherche scientifique.

En 1987, le Comité des finances et des affaires économiques de la Chambre des

Voir "Conservateurs" à la page 24

Tory policy on childcare: much ado about nothing

Jane Gordon, Chair
Status of Women Committee

In the 1984 election campaign Brian Mulroney and his Progressive Conservative Party colleagues said that childcare was an important issue for Canadian families and that they said they had fresh new policies to demonstrate their commitment to the needs of the country's families.

After the election the government said it would wait for the report of the Task Force on Childcare established by the previous Liberal government. The Task Force, chaired by Katie Cook, reported in early 1986. In its covering letter to the Honourable Walter F. McLean, Minister Responsible for the Status of Women, Dr. Cook (with the members of her Task Force as signatories) concluded "Canada desperately needs a system of accessible, affordable, quality child care, as well as employment policies to enable Canadians to combine work and parenting responsibilities. The attached report describes how these systems can be provided."

The nation-wide praise received by the Cook Task Force was not sufficient to

generate momentum on the government's commitment to childcare. Instead they stalled and eventually announced the creation of a Parliamentary Committee, chaired by Shirley Martin, to find out what it was Canadian families really wanted. After holding hearings across the country, with more briefs from the childcare community, individual parents, professional associations and unions among others, the Parliamentary Committee took unconscionably long to produce its report - several promised deadlines came and went without the promised document. When Chairperson Martin's Committee finally reported, there was a majority report (of the Conservative members of the Committee) and two minority ones (one produced by Lucie Pepin and her Liberal colleagues and one by Margaret Mitchell and the NDP).

The recommendations of the Martin Committee were not well received. The absence of any legislative proposals for months following the Martin report and the increasing talk of a federal election led the childcare community to hope that the proposal would remain just that

until after the next election. The report's recommendations of privatization of responsibility for childcare, including token financial incentives for mothers to stay at home, the encouragement of the private sector childcare, and the system of tax credits were criticized by the range of groups which had presented briefs to Martin's (and earlier) Committees. The report did not begin to address substantial need for revision in parental leave policies, which had been a major component of the Cook recommendations.

Nonetheless the legislation did go forward, only to die on the order papers when the election was called. Childcare was ignored as an important election issue (except when John Turner flubbed his costing of the Liberals proposal). Mulroney apologized for the absence of a comprehensive policy but other important issues, like free trade and an election, took precedence. And some of the Martin Task Force recommendations had been enacted in other legislation. But after four years of the first term and one year of the second, Canadian families are no better off in terms of childcare.

If we look at childcare for the issue itself, the Mulroney government record is dismal. An election promise made in the original campaign took until the dying days of the first mandate to come forward as legislation. The proposed legislation was strongly criticized by all by the most dedicated Tories for its failure to deal with the real problems faced by parents seeking childcare: the number of spaces available. The election call, however, came before the legislation was enacted. In the year since the government was re-elected, there has not even been talk of a childcare policy. Nor is one in sight.

If we look at childcare as a precondition for employment equity, then this government's record looks even worse. As the Abella Commission Report (among others) on Employment Equity pointed out in 1984, childcare is essential for a commitment to the hiring of women. While the government stalls on childcare, the extent of its concern about employment equity issues must be questioned.

La politique sur les services de garde des Conservateurs: Beaucoup de bruit pour rien

par Jane Gordon, présidente
Comité du statut de la femme

Pendant la campagne électorale de 1984, Brian Mulroney et ses collègues du Parti progressiste-conservateur ont déclaré que la question des services de garde avait beaucoup d'importance aux yeux des familles canadiennes et qu'ils avaient dans leur sac de toutes nouvelles politiques prouvant leur engagement envers les besoins des familles canadiennes.

Après les élections, le gouvernement a déclaré qu'il attendrait la publication du rapport du Groupe de travail sur les services de garde mis sur pied par le gouvernement libéral précédent. Présidé par Katie Cook, le groupe de travail a déposé son rapport au début de 1986. Mme Cook a conclu, dans la lettre qui accompagnait le rapport à l'intention de l'honorable Walter F. McLean, ministre responsable de la condition féminine, que le Canada avait désespérément besoin d'un système de services de garde accessible, abordable et de qualité ainsi que des politiques d'emploi qui permettent aux Canadiennes et aux Canadiens de cumuler travail et responsabilités familiales.

Malgré l'accueil élogieux qu'a reçu à l'échelle du pays le rapport du groupe de travail Cook, cela n'a pas suffi à donner de l'élan aux promesses du gouvernement en matière de services de garde. Le gouvernement a plutôt cherché des faux-fuyants et a finalement annoncé la création d'un comité parlementaire, présidé par Shirley Martin, visant à trouver ce que les familles canadiennes voulaient réellement. Après avoir tenu des audiences d'un océan à l'autre, suscitant d'autres mémoires de

la part du milieu des services de garde, des parents, des associations professionnelles et des syndicats notamment, le comité parlementaire a pris un temps déraisonnable pour publier son rapport. Plusieurs délais se sont écoulés sans que le document promis paraisse. Lorsqu'enfin le comité l'a rendu public, un rapport majoritaire fut présenté (celui des membres conservateurs du comité) et deux rapports minoritaires (celui de Lucie Pépin et de ses collègues libéraux et un de Margaret Mitchell, du NDP).

Les recommandations du comité Martin n'ont pas été bien accueillies. L'absence de projet de loi pendant des mois à la suite du dépôt du rapport Martin et les rumeurs de plus en plus grandes de la tenue d'élections fédérales prochaines ont fait naître l'espoir, dans le milieu des services de garde, que le projet en resterait là jusqu'au lendemain des élections. Les recommandations du rapport portant sur la privatisation de la responsabilité des services de garde, y compris l'idée d'accorder des stimulants financiers permettant aux mères de demeurer à la maison, l'encouragement des garderies du secteur privé et le système de crédits d'impôt, ont subi les foudres des groupes qui avaient présenté des mémoires au comité Martin et au comité précédent. Le rapport n'a pas abordé le besoin d'une révision en profondeur des politiques de congés parentaux, un élément important des recommandations du rapport Cook.

Le projet de loi fut néanmoins présenté mais il est mort au feuillet au déclenchement des élections. Les services de garde n'ont pas figuré au nombre des enjeux importants des élections, sauf lorsque John Turner a fait une

gaffe dans l'estimation du coût du projet des Libéraux. Mulroney a excusé l'absence de politique étoffée. Toutefois, d'autres questions importantes, comme le libre-échange et la campagne électorale, ont volé la vedette. Certaines des recommandations du groupe de travail Martin ont été mises en oeuvre dans d'autres lois. Cependant, après quatre ans du premier mandat et une année du second, la situation ne s'est guère améliorée pour les familles canadiennes en matière de services de garde.

En ce qui concerne les réalisations du gouvernement Mulroney dans le domaine des services de garde, le tableau est plutôt sombre. Ce n'est qu'aux derniers jours du premier mandat qu'une promesse électorale datant de la première campagne électorale s'est transformée en projet de loi. Tout le monde, même les Conservateurs les plus dévoués, a vivement critiqué le projet de loi parce qu'il ne réglait pas les véritables

problèmes auxquels font face les parents nécessitant des services de garde: le nombre de places disponibles. Cependant, le déclenchement des élections a précédé la promulgation de la loi. Au cours de la première année de la réélection du gouvernement, il n'a pas du tout été question de politique sur les services de garde. Il n'y en a pas non plus en vue.

Si nous considérons les services de garde comme une condition préalable à l'égalité en emploi, les réalisations du gouvernement en ce domaine sont loin d'être dignes de mention. Comme l'a souligné en 1984 le rapport sur l'égalité en emploi de la Commission Abella, entre autres, les services de garde constituent un engagement essentiel pour l'embauche des femmes. Tandis que le gouvernement se dérobe dans le domaine des services de garde, il faut s'interroger sur la portée de ses préoccupations en matière d'égalité en emploi.



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Planning and direction:

PC research policy and funding

These two aspects of policy have been dominant in the PC dealings with the funding of research. It is somewhat ironical that the PC government, with its self-declared emphasis on free enterprise, has been more interested in planning and direction of research than the preceding Liberal administrations. Nevertheless, this has been the case: not always to the benefit of intellectually driven research.

Among the activities which have clearly signalled an interest in research, particularly scientific research, have been the National Forum on Science Policy of 1986 and the establishment of the National Advisory Board on Science and Technology under the Prime Minister, one of the very few committees that he chairs. There was also a National Conference on Innovation and Technology in 1988. More recently there has been an agreement with the provinces about science policy contained in the Halifax declaration. The political will to concentrate on research is not, from the scholar's point of view, an unalloyed benefit. Much of that concentration has been on science, and especially on science and technology with a very clear linkage between the two, and the funding has not lived up to the declared level of interest and support.

In the first year of the Mulroney ministry both NSERC and SSHRC produced five year plans which were to account for the necessary growth in funding and activities. The PC approach

to funding of university research before the election had been positive. In response to the question, "Will your party be willing to commit itself to developing and funding long-term plans for the federal granting councils?" the PC reply was, "The federal government should negotiate with the research and granting councils long-term (five year) funding arrangements. We are committed to the arm's length relationship between the government and the councils and believe that independence and adequate response to clientele require longer term planning than is possible with fluctuating annual appropriations."

Clearly the government's actions only followed part of their pre-election intention. Indeed there was a five year plan agreed to by the government but it did not conform to the plans that the councils put forward. What the government did was to freeze the base funds of the councils and establish the matching grants scheme. There have been a number of characterizations of this scheme, the most clear being that of the sub-committee of NABST (the National Advisory Board on Science and Technology). In its report it commented, "In reality, the matching grants policy is a clever way to camouflage a decision to constrain the growth of government funding to the granting councils."

The matching grant scheme has yielded more money than many of its initial critics first believed likely. However, the way in which the choices have been

made are not necessarily on intellectual grounds — regional and discipline variation has emerged. As an example of this the report of the President of NSERC is informative. More than half the private sector contributions to matching grants are in the areas of engineering and computer science. This is a much greater proportion than NSERC spends on these disciplines in its other programmes. In the case of SSHRC the matching grants policy has yielded a private sector contribution that is greater than the amount of money that the federal government is willing to match. This has meant that the amount of money available to researchers has been greater than was predicted. But this type of funding comes with a built-in difficulty, succinctly expressed in the annual report of SSHRC. "The problem is that these funds are not part of the SSHRC's core budget, and when this policy expires in 1991-92, the Council - and social scientists and humanists in this country - will have \$18.5 million less for research."

While there has been an increase in the budgets of the research councils - \$200 million over five years - this increase has not kept pace with the increase in applications for funds. Dr. Art May, President of NSERC, has commented on the fact that there are a growing number of new applicants to the base programmes of his Council and that the number of new applicants is increasing faster than the number of grantees leaving the system. This has meant that NSERC has had to be even



William Winegard,
Minister of State
Science and Technology

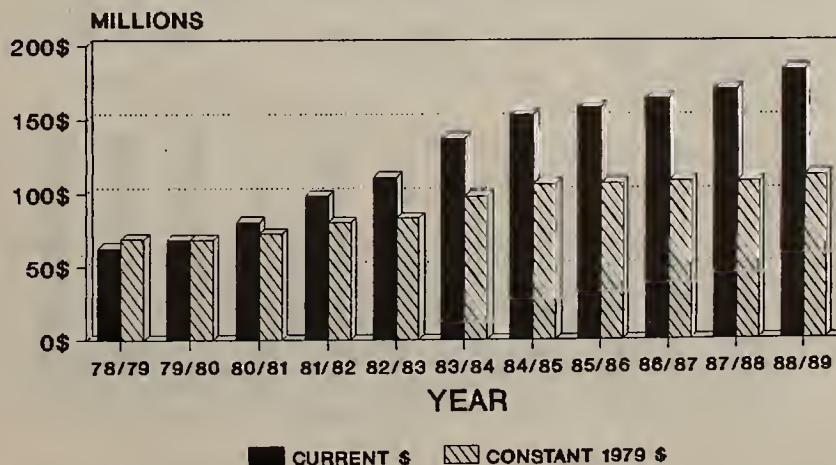
more selective about its awards than before. Clearly the funding of the future does not extend to funding basic intellectually driven research at an appropriate level.

The government has made a display of seeking advice on matters related to research and science policy. The Prime Minister commenting on the function of NABST in providing him with guidance stated, "... not only for the quality of their analysis and advice, but also for their guidance in implementing new ideas and programs." When the Board advised him to double the funds to the granting councils within three years and then allow their budgets to grow at a rate 1.5 times the rate of GNP growth he declined.

The government of Canada has repeatedly drawn attention to need for a knowledge based expansion in the economy and repeatedly affirmed that fundamental research in the universities is an important part of that activity. When it has come to funding more research, however, the money has not been spent straightforwardly on basic research. Much of the extra money that is being spent on research activities in the universities is being tied to non-academic decisions. The matching grant scheme is a clear example. So is the Networks of Centres of Excellence Programme.

The ncep is funded by the federal government in the amount of \$240 million. Its goal is not simply to promote the finest research among the best scholars. The industrial focus of the programme means that the studies have to be judged on other criteria in addition to intellectual excellence. Two other major criteria are: the proposed linkages between university, industry and government researchers, and the relevance of the research program to industrial competitiveness. In selecting the projects that were funded there is no doubt that the notion of relevance was

MEDICAL RESEARCH COUNCIL OF CANADA TOTAL EXPENDITURES (CURRENT VS CONSTANT 1979 DOLLARS)



SOURCE: MEDICAL RESEARCH COUNCIL
OF CANADA (1989)

Planning

Continued from page 21

important. At the announcement of the results of the ncep Benoit Tremblay, on behalf of Harvie Andre, Minister, Industry, Science and Technology, concluded his statement with, "We are confident that this is the formula we must follow — that is to promote science and technology as the vehicle to boost industrial excellence, innovation and international competitiveness in Canada."

The PC government has made a good deal of putting up money for research. It is true that even after the funny accounting that they initially used to demonstrate increased expenditures and having frozen the base funding for the granting councils they have given more money to research in which universities are involved. The money is not a generous amount, and most of it has been promised rather than delivered. Further, it seems that the additional price being paid for such funding is a closer and closer liaison with industry and the need for economic relevance. Such a policy carries with it the corollary that there will be a large area of basic research which will not be funded because, although excellent of itself, it fails the test of economic relevance or industrial involvement. It is clear none of the money for the ncep has gone to humanities research and only very little to work involving social scientists.

Note should also be made of the balance of expenditures. Of the \$1.3 billion that the Prime Minister announced in January 1988, \$200 million has gone to the granting councils over 5 years, \$80 million to Canada Scholarships and \$240 million to the ncep. The remainder has not emerged outside of the government.

The programmes in support of research in Canada have become linked to the economic enterprise under the PC government. It has engineered a process where the applicability of research is now an important element in the decision making process. Speaking at the University of British Columbia in September, John Polanyi argued against this influence on such decisions. He said, "What is lacking in programs such as the Centres of Excellence is a sufficient commitment to pursue fundamental research that can lead to a breakthrough in understanding. They fail to stress sufficiently the scientific criteria, which are of overriding importance. Major advances never come about under the control of central authorities. They flow from the imagination of the scientists who are deeply enmeshed in the problem."

The charge against the PC government is not that it has supported economically relevant research but that it has failed to put an equal emphasis on basic research. As the accompanying graphs demonstrate, the funds to the three granting councils have not improved under a PC government compared to the levels immediately preceding their coming to office, although it has been steady. Moreover, in limiting their transfer payments for PSE they have withdrawn support from those basic

elements of research which come from the general operating grants of the universities. Such lack of support has had and will continue to have terrible effects on university libraries which support research in all disciplines in the university. Some have argued that the government has withdrawn commitments to EPF for PSE and used the savings to help fund research that is influenced more and more by commercial and political decision making.

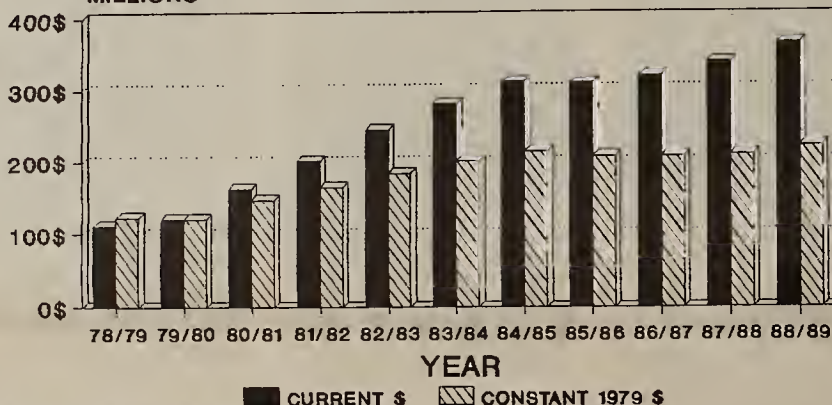
One of the major difficulties with the present research funding schemes is that

the universities have to find the money for the indirect costs of research from their general revenues. This is true of the NCEP as it is of the general funding from the research councils. It is becoming an increasing burden for all universities with significant granting council funding.

The Prime Minister has made it clear that the private sector in Canada is not sufficiently engaged in R&D. The Minister of State for Science and Technology has stated in the context of decisions about science policy, "The

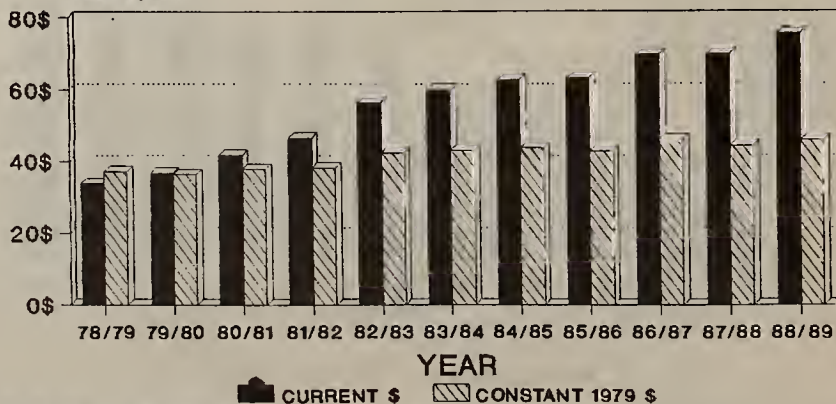
private sector in Canada, generally speaking has not done its job." Speaking at the National Forum of Science and Technology Advisory Councils the Prime Minister stated, "University laboratories and high tech industries are a nation's engines in the competitiveness race and ideas and innovation are its fuel." We may be in danger of turning the universities into support services for industry and commerce under these PC policies. If the particular research is not relevant to that enterprise then it will not be well funded.

NSERC TOTAL EXPENDITURES (CURRENT VS CONSTANT 1979 DOLLARS) MILLIONS



SOURCE: NATURAL SCIENCES AND
ENGINEERING RESEARCH COUNCIL (1989)

SSHRC TOTAL EXPENDITURES (CURRENT VS CONSTANT 1979 DOLLARS) MILLIONS



SOURCE: SOCIAL SCIENCES AND HUMANITIES
RESEARCH COUNCIL (1989)

Planification et orientation: les Conservateurs et leur politique en matière de recherche et de financement

Ces deux aspects ont dominé la politique des Conservateurs en matière de financement de la recherche. Il est quelque peu ironique que le gouvernement conservateur, ouvertement en faveur de la libre entreprise, se soit plus intéressé à la planification et à l'orientation de la recherche que les gouvernements libéraux précédents. Ce fut néanmoins le cas et pas toujours au profit d'une recherche motivée par des considérations intellectuelles.

Parmi les activités qui démontrent un intérêt évident envers la recherche, signalons le Colloque national sur les sciences de 1986 et la création du Conseil consultatif national des sciences et de la technologie, lequel est sous la responsabilité du premier ministre, l'un des rares comités qu'il préside. En outre, en 1988, il y a eu la tenue d'une conférence nationale sur l'innovation et la technologie. Plus récemment, le gouvernement a conclu une entente avec

les provinces au sujet d'une politique scientifique, laquelle entente faisait partie de la déclaration d'Halifax. Du point de vue des universitaires, la volonté politique de se concentrer sur la recherche n'est pas un avantage parfait. Les sciences ont récolté une bonne partie de cette attention, en particulier les sciences et la technologie, que l'on relie ensemble d'une façon évidente. Le financement n'a pas été proportionnel au niveau d'intérêt et d'appui que l'on a démontré.

Pendant la première année du mandat de M. Mulroney, tant le CRSNG que le CRSH ont préparé des plans quinquennaux qui devaient tenir compte de la croissance nécessaire du financement et des activités. Avant les élections, les Conservateurs se montrèrent positifs vis-à-vis le financement de la recherche universitaire. A la question "Votre parti est-il disposé à s'engager à établir et à financer des pro-

grammes à long terme pour les conseils subventionnaires fédéraux?", le Parti conservateur a répondu "Le gouvernement fédéral devrait négocier des ententes de financement à long terme (cinq ans) avec les conseils qui accordent des subventions de recherche. Nous croyons en un rapport d'indépendance entre le gouvernement et les conseils et nous sommes d'avis que l'indépendance et une réponse adéquate à la clientèle exigent une planification à plus long terme que celle que permettent actuellement les affectations de crédits annuelles variables."

Il est clair que le gouvernement n'a respecté qu'une partie de ses intentions pré-électorales. Le gouvernement a bel et bien convenu d'un plan quinquennal qui ne se conformait pas, cependant, à ceux que les conseils avaient soumis. Il a bloqué les fonds de base des conseils et a mis sur pied le programme de subventions de contrepartie. Le programme a soulevé un certain nombre de commentaires, dont le plus évident est celui du sous-comité du CSNST (Conseil consultatif national sur les sciences et la technologie). Dans son rapport, il a déclaré: "En réalité, la politique des subventions de contrepartie est un moyen intelligent de camoufler une décision visant à freiner la hausse des crédits que le gouvernement consent aux conseils subventionnaires."

Le programme de subventions de contrepartie a rapporté plus d'argent que nombre de ses premiers détracteurs le croyaient d'abord. Toutefois, les choix faits ne l'ont pas nécessairement été à des fins intellectuelles. En effet, des variations sont apparues entre les régions et les disciplines. Le rapport du président du CRSNG en donne un exemple instructif. Plus de la moitié des contributions du secteur privé aux subventions de contrepartie s'appliquent aux domaines du génie et de l'informatique. Le montant est beaucoup plus élevé que ce que consacre le CRSNG pour ces disciplines dans ses autres programmes. Dans le cas du CRSH, la politique de subventions de contrepartie a entraîné une contribution du secteur privé supérieure aux sommes d'argent que le gouvernement fédéral est prêt à égaler. En d'autres mots, les sommes d'argent à la disposition des chercheurs sont plus élevées que prévu. Toutefois, ce genre de financement entraîne un problème d'intégration, que le rapport annuel du CRSH explique de façon succincte. "Le problème vient du fait que ces fonds ne sont pas intégrés au budget de base du CRSH et que lorsque cette politique viendra à terme en 1991-1992, le Conseil - et les chercheurs en sciences humaines au Canada - auront 18,5 millions de dollars de moins pour la recherche."

Alors que les budgets des conseils de recherche ont augmenté, soit de 200 millions de dollars au cours des cinq dernières années, cette hausse n'a pas suivi le rythme de celle des demandes de subventions. Le Dr Art May, président du CRSNG, a mentionné le fait que le nombre de nouveaux candidats aux programmes de base du Conseil augmentait plus rapidement que celui des



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Sciences et Technologie

bénéficiaires quittant le système. Le Conseil s'est alors vu forcé d'appliquer des normes de sélection plus rigoureuses au concours de subvention. De toute évidence, le financement de l'avenir ne s'étend pas au financement à un niveau acceptable de la recherche de base, motivée par des considérations intellectuelles.

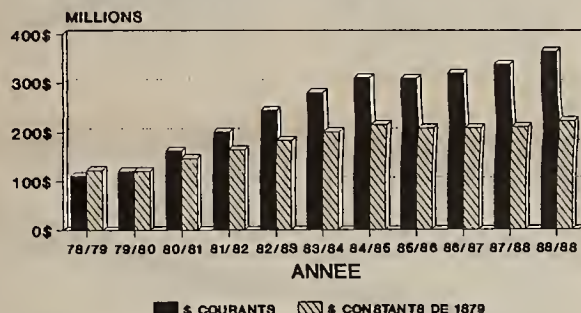
Le gouvernement a montré qu'il cherchait conseil sur des questions relatives à une politique en matière de recherche et de sciences. Le premier ministre, en faisant des observations sur le rôle de conseiller du CCNST à son endroit, a déclaré "(...) non seulement pour la qualité de son analyse et de ses conseils, mais aussi pour ses conseils pour mettre en application de nouvelles idées et de nouveaux programmes." Lorsque le Conseil lui a conseillé de doubler les crédits affectés aux conseils subventionnaires en trois ans et de permettre ensuite une hausse de leur budget au taux de 1,5 celui de la croissance du PNB, il a refusé.

A maintes reprises, le gouvernement canadien a insisté sur le besoin d'un développement de l'économie basée sur la connaissance et a souvent répété que la recherche fondamentale effectuée dans les universités jouait un rôle important dans ce développement. Toutefois, au moment de financer davantage la recherche, les crédits n'ont pas été directement dépensés pour la recherche de base. Une bonne partie des sommes supplémentaires consacrées aux activités de recherche dans les universités est liée à des décisions non universitaires. Le programme de subventions de contrepartie en est un exemple manifeste, tout comme le Programme de réseaux de centres d'excellence.

Le gouvernement subventionne, au montant de 240 millions de dollars, les réseaux de centres d'excellence. Son objectif n'est pas d'encourager seulement les plus brillants des chercheurs. Le volet industriel du programme signifie que les

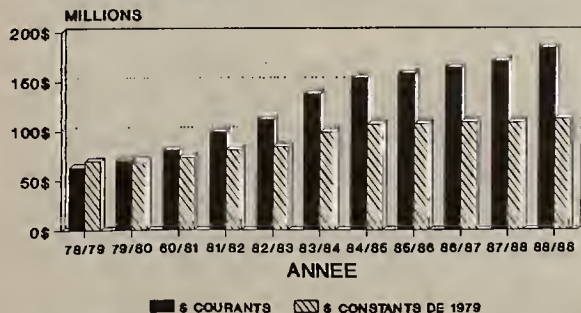
Voir "Planification", à la page 8

CRSNG TOTAL DES DEPENSES (DOLLARS COURANTS/ CONSTANTS DE 1979)



SOURCE: CONSEIL DE RECHERCHES EN SCIENCES NATURELLES ET EN GENIE (1988)

CONSEIL DE RECHERCHES MEDICALES TOTAL DES DEPENSES (DOLLARS COURANTS/ CONSTANTS DE 1979)



SOURCE: CONSEIL DE RECHERCHES MEDICALES DU CANADA (1988)

Planification

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études doivent être jugées selon d'autres critères en plus de l'excellence intellectuelle. Deux autres critères sous-tendent la mise sur pied de ce programme: l'alliance proposée entre les chercheurs de l'université, de l'industrie et du gouvernement ainsi que la pertinence du programme de recherche pour la concurrence industrielle. Il ne fait pas de doute que la notion de pertinence était importante dans le choix des projets à subventionner. A l'annonce des réseaux de centres d'excellence, Benoît Tremblay, au nom de Harvie Andre, ministre de l'Industrie, des Sciences et de la Technologie, a conclu son allocution par ces mots: "Nous sommes convaincus que c'est la formule que nous devons suivre: promouvoir les sciences et la technologie pour favoriser l'excellence industrielle et l'innovation et accroître la compétitivité du Canada sur la scène internationale."

Le gouvernement conservateur a fourni beaucoup d'argent pour la recherche. Il est vrai que, même après les curieux calculs qu'ils ont utilisés au début pour démontrer une hausse des dépenses et après avoir bloqué le financement de base des conseils subventionnaires, ils ont versé plus d'argent à la recherche à laquelle les universités participent. Le montant n'est pas généreux et une bonne partie de la marchandise a été promise plutôt que livrée. En outre, il semble que le prix supplémentaire à payer pour ce financement est de plus en plus lié à l'industrie et au besoin de projets de recherche convenant à l'industrie. De cette politique dérive le corollaire selon lequel un grand secteur de la recherche de base ne sera pas subventionnée, même si elle est excellente en soi, parce qu'elle n'est pas pertinente économiquement parlant ou qu'elle ne nécessite pas la participation de l'industrie. Inutile de se le cacher, aucun des crédits consacrés aux réseaux de centres d'excellence n'a été imparti à la recherche en sciences humaines et seulement quelques dollars ont été in-

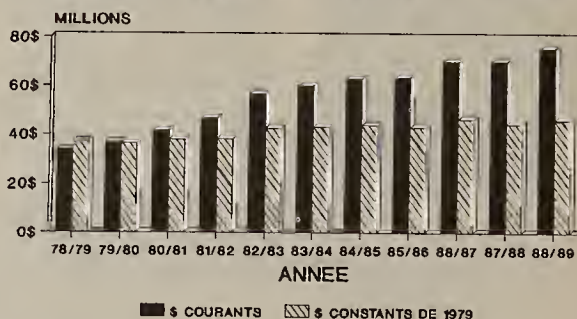
vestis dans des travaux de chercheurs en sciences sociales.

Il importe de faire remarquer également l'équilibre des dépenses. Des sommes d'argent annoncées par le premier ministre en janvier 1988, soit 1,3 milliard de dollars, 200 millions ont été affectés aux conseils subventionnaires sur une période de cinq ans, 80 millions au programme canadien de bourses et 240 millions aux réseaux de centres d'excellence. Le reste du montant n'a pas été réparti à l'extérieur du gouvernement.

Sous le gouvernement conservateur, on a relié les programmes d'aide à la recherche à l'entreprise économique. On a élaboré une stratégie qui fait de l'applicabilité de la recherche un élément important de la prise de décision. Prenant la parole à l'Université de la Colombie-Britannique en septembre, John Polanyi a argumenté sur ce genre d'influence sur les décisions. Il a déclaré: "Ce qui manque aux programmes tels que les centres d'excellence est un engagement suffisant à faire de la recherche fondamentale qui peut mener à une percée dans la connaissance. Ils n'ont pas réussi à insister suffisamment sur les critères scientifiques, qui sont d'une importance primordiale. Les progrès importants ne se réalisent pas sous le couvert de l'autorité centrale. Les progrès naissent de l'imagination des scientifiques qui sont intimement mêlés au problème."

Ce n'est pas parce que le gouvernement conservateur a financé la recherche pertinente pour l'économie qu'il s'attire les foudres du milieu universitaire. C'est plutôt parce qu'il n'a pas accordé à la recherche de base une égale importance. Comme l'illustrent les graphiques ci-contre, les crédits affectés aux conseils subventionnaires n'ont pas augmenté sous le règne des Conservateurs en comparaison des niveaux qui prévalaient juste avant leur arrivée au pouvoir, malgré un rythme régulier. Par surcroît, en limitant les paiements de transfert au titre de l'enseignement postsecondaire, ils ont retiré leur appui aux éléments de base de la recherche provenant des subventions de fonctionnement générales des universités. Ce

CRSH TOTAL DES DEPENSES (DOLLARS COURANTS/ CONSTANTS DE 1979)



SOURCE: CONSEIL DE RECHERCHES EN SCIENCES HUMAINES DU CANADA (1988)

manque d'aide financière a eu des conséquences terribles sur les bibliothèques universitaires qui soutiennent la recherche dans toutes les disciplines de l'université. Les effets continueront de se faire sentir. Certains ont prétendu que le gouvernement retirait son soutien au FPE au titre de l'EPS et se servait des économies ainsi faites pour aider à subventionner la recherche que la prise de décision politique et commerciale influence de plus en plus.

L'une des principales difficultés que cause le financement actuel de la recherche est que les universités doivent puiser dans leurs recettes générales les sommes nécessaires au paiement des frais directs de la recherche. C'est vrai dans le cas des réseaux de centres d'excellence et c'est aussi vrai dans le cas du financement général des conseils subventionnaires. Cette situation pèse de plus en plus sur toutes les universités que reçoivent des crédits considérables des conseils subventionnaires.

Le premier ministre a clairement fait savoir que le secteur privé ne participait pas suffisamment à la R & D. Le ministre d'Etat aux Sciences et à la Technologie a déclaré en ce qui concerne les décisions prises au sujet d'une politique scientifique: "De façon générale, le secteur privé au Canada, n'a pas fait son travail". Prenant la parole au Forum national des conseils consultatifs des sciences et de la technologie, le premier ministre a déclaré: "Les laboratoires universitaires et les industries de haute technologie d'une nation sont le moteur dont elle dispose pour participer à la course de la compétitivité, et les idées et l'innovation en sont le carburant." Les politiques des Conservateurs risquent peut-être de transformer les universités en services de soutien pour l'industrie et le commerce. Si un domaine de recherche particulier ne convient pas à l'industrie, il ne sera pas, alors, subventionné.

Conservateurs

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communes a recommandé que la discrimination faite à l'endroit des sciences humaines et sociales soit éliminée. Le gouvernement a refusé d'agir en faveur de cette recommandation.

La politique en matière fiscale et les pensions

Depuis de nombreuses années le gouvernement promet une réforme en profondeur des dispositions relatives à l'épargne-retraite prévues dans la Loi de l'impôt sur le revenu. Bien que quelques modifications aient été apportées aux régimes d'épargne-retraite, la réforme des pensions a, quant à elle, été reportée à plusieurs reprises.

L'une des plus graves conséquences touche la sécurité du revenu des futurs retraités que l'inflation gruge. Depuis plus de dix ans, le gouvernement n'a pas rajusté les plafonds monétaires pour contrer l'inflation.

Le gouvernement a fait savoir que

l'érosion de la sécurité du revenu des futurs retraités participe d'une politique délibérée. Dans une lettre adressée à la fédération canadienne des enseignantes et des enseignants et datée du 6 juin, le ministre des Finances a déclaré:

En vertu du plafond actuel, les gains allant jusqu'à environ 3,5 le salaire moyen ont droit à une aide fiscale totale. En gelant le plafond absolu des cotisations jusqu'en 1995, on espère ainsi réduire le niveau maximum des gains bénéficiant d'une aide fiscale totale allant jusqu'à 2,5 le salaire moyen d'ici 1995. La proposition de réduire le montant de l'aide fiscale accordée aux contribuables à revenu élevé est conforme aux recommandations formulées par le Comité parlementaire sur la réforme des pensions en 1983. Il est nécessaire d'apporter ces modifications afin d'aider à financer les améliorations fiscales de l'épargne-retraite, notamment le report des déductions inutilisées au

titre d'un REER, qui profiteront aux contribuables de toutes les fourchettes de revenu. Comme je l'ai mentionné précédemment, ces modifications n'empêchent pas l'augmentation des cotisations de pension qui n'ont pas droit à une aide fiscale.

Bref, il semble que le gouvernement soit en train d'appliquer une mesure de neutralité des dépenses quant aux modifications qu'il apporte aux régimes d'épargne-retraite. En effet, les coûts aux fins de l'impôt des modifications les plus généreuses, notamment l'amélioration des options de régimes d'épargne-retraite enregistrés, seront récupérés, au moins en partie, en diminuant les coûts aux fins de l'impôt des autres avantages de l'épargne-retraite comme les pensions. A long terme, il semble que cette situation aura des effets sur les régimes de pension des retraités futurs qui devront contribuer de façon disproportionnée, au moyen d'une sécurité du revenu diminuée, aux coûts de

l'amélioration de la sécurité de retraite pour ceux qui ont été moins bien protégés par le passé.

Services de garde

L'ACPU approuve le fait que le Document technique sur la taxe sur les produits et services reconnaisse que les services de garde constituent un service de base public. Dans le mémoire présenté au Comité des finances, l'ACPU prône la mise en oeuvre totale de cette reconnaissance en donnant aux services de garde le statut "détaxé" plutôt qu'"exonéré".

Dans un geste qui ne se rapporte pas au projet de taxe sur les produits et services, l'ACPU a pressé le gouvernement de respecter, au moins, les promesses faites avant et après les élections fédérales visant à augmenter les places dans les garderies. En rejetant ses promesses du revers de la main lors du budget d'avril, le gouvernement a trahi la confiance de ses électeurs, un geste particulièrement grave.

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Advertising Coordinator/Publicité: Liza R. Duhaime

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**CHILD/ADOLESCENT
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If you enjoy the challenge of adolescents as well as younger children, are committed to innovative treatment strategies which address developmental, family and community issues, thrive on a mix of residential and community work and truly value being a member of a broad interdisciplinary treatment team, Beechgrove Children's Centre would like you to join our 110 dedicated staff.

Beechgrove has its headquarters in Kingston, a very desirable location on the St. Lawrence midway between Toronto and Montreal. The city is noted for its historic architecture, spectacular sailing, Queen's University and cultural amenities.

In addition to outpatient, day treatment, home-based and residential programs, Beechgrove is pioneering rural services, crisis programs and early intervention services with high-risk families within a six-county area. The selected candidate will assess and treat children and adolescents within a residential program and offer consultative and other psychiatric services in the community. Depending on qualifications a cross-appointment with the Department of Psychiatry at Queen's University can be arranged. Candidates must be Canadian citizens or landed immigrants. Beechgrove welcomes applications from female candidates.

The Centre offers a smoke-free environment and pleasant working conditions. Remuneration is attractive and will be comprised of a benefit package, salary and OHIP billing for direct patient care. Please reply in confidence to the Executive Director, Beechgrove Children's Centre, Postal Bag 7777, Kingston, Ontario, K7L 5H1.



CHAIR IN WOMEN'S STUDIES

The Universities of Winnipeg and Manitoba invite nominations and applications for the Joint Chair in Women's Studies, a position established in 1986 through endowment assistance from the Secretary of State to promote Women's Studies in the Prairie Region and the Northwest Territories.

Applicants should be scholars with a Ph.D. or equivalent qualifications who are committed to Women's Studies and involved in women's issues within their communities. Areas of specialization are open, including the health sciences, natural sciences, engineering, social sciences, and humanities. The responsibilities of the Chair will include teaching up to one full course, participating in community outreach, conducting and stimulating research. Salary and rank will be commensurate with qualifications. The position can accommodate a one to three year appointment, beginning July 1, 1990. Sabbaticants would receive serious consideration.

Applications should include a current curriculum vitae, the names and addresses of three referees, and a brief outline of what the candidate would like to achieve in the position. In accordance with Canada Employment and Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Nominations and applications are requested by December 15, 1989 and should be directed to:

Professor Merton Valsey-Genser, Chair
Advisory Committee on the Selection
of the Joint Chair in Women's Studies
Room 208, Administration Building
University of Manitoba
Winnipeg, Manitoba R3T 2N2



McGill

The Faculty of Management invites applications and nominations for the

REPAP CHAIR IN ECONOMICS

The candidate for the REPAP Chair in Economics is expected to be a leader in applied economics with a strong research record and a desire to work in a research-oriented academic environment. Applicants from a university, professional, government or business background will all be carefully considered. Candidates who are interested in the harmonization of government and business policies in matters such as trade, industrial strategy, industrial organization, competition policy, and money markets are of special interest.

The incumbent will serve as the Co-director of the newly established McGill Economics Centre, working in conjunction with a second REPAP Chairholder from the Department of Economics. The Centre will promote research and publications in economic policy with special attention to the market economy.

The chairholder will be a permanent, tenured member of the faculty. A competitive salary is available along with additional resources and support necessary to maintain a high level of academic performance.

Letters of application will be accepted until the position is filled and should be sent to:

Deen Wallace Crowston
Faculty of Management
McGill University
1001 Sherbrooke Street West,
Montreal, Quebec
H3A 1G5

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**Oceans Institute of Canada
Executive Director — Search**

The current term of the Executive Director of the Institute comes to an end in June, 1990. The Board of Directors has formed a Search Committee to seek a new Executive Director. The chairman of the Committee is Brian Flemming, O.C.

The Oceans Institute of Canada/Institut canadien des océans is a federally incorporated, not-for-profit organization located on the Dalhousie University campus in Halifax, NS. The Institute is dedicated to the provision of research, education and training, and information services to the national and international community. While strategically located in Halifax, the Institute has a network of Associates from all regions of the country and around the globe and is, thus, uniquely positioned to respond to questions concerning ocean development and management raised by government, industry and public sectors.

It is requested that anyone interested in the position please communicate with the Committee by writing to Mr. Flemming at the address below. All communications will be treated in strictest confidence.

The deadline for applications is November 30, 1989. It is expected that a decision will be made before the end of 1989.

Address all communications to:

Brian Flemming, O.C.
Chairman and CEO
VGM Capital Corporation
P.O. Box 924, Armdale
Halifax, NS B3L 4K9



**UNIVERSITY OF WATERLOO
CHAIR**

Department of Economics

Applications are invited for the position of Chair of Economics at the University of Waterloo. The Candidate must be an academic leader with a strong research record and with demonstrated managerial skills. The term in the chair is normally three years renewable for a further three years.

In accordance with Canadian Immigration requirements this ad is directed to Canadian Citizens and Permanent Residents. The University is an Employment Equity Employer and particularly encourages applications from women. An appointment commencing September 1, 1990 is preferred. Applications will be considered to December 31, 1989.

A letter, detailed C.V. and names of three references should be sent to Dr. Robin K. Banks, Dean of the Faculty of Arts, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. FAX 519-884-8995.

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The University of Calgary Academic Positions



The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

Department of Music

ASSOCIATE PROFESSOR OF MUSIC EDUCATION (tenure track) effective July 1, 1990. Responsibilities include teaching Elementary and Early Childhood Music Methods and existing in the school program. Requirements include a completed doctorate, publication record or other evidence of scholarly potential and evidence of successful teaching experience at the elementary level; experience at university level desirable. The successful candidate will show evidence of or potential for the development of a provincial, national and international profile in his/her research area.

ASSISTANT PROFESSOR OF MUSIC EDUCATION (tenure track) effective July 1, 1990. Responsibilities include teaching Music Education; conducting the Symphonic Band; teaching an applied instrument (preferably clarinet); and assisting with Jazz Ensembles. Requirements include a completed doctorate; evidence of a high level of applied training and experience; and evidence of successful applied teaching experience. Publication record or other evidence of scholarly potential desirable. Secondary School teaching experience desirable; post secondary teaching preferred. The successful candidate will show evidence of or potential for the development of a provincial, national and international profile.

ASSISTANT PROFESSOR OF THEORY (tenure track) effective July 1, 1990. Requirements include teaching first and second year theory, sight singing and ear training as well as upper level undergraduate and graduate courses in theory and/or electroacoustic music; directing senior projects and graduate theses as required. Requirements include successful university teaching experience; an earned doctorate in either electroacoustic music with the ability to maintain and further develop an electroacoustic music studio; or music theory with a specialization in twentieth-century music; and a record of creative activity or research and publication.

Applicants should submit a curriculum vitae and arrange to have three letters of reference sent by January 31, 1990 to: Professor L. Choksy, Acting Head, Department of Music.

Faculty of General Studies

ASSISTANT DR. ASSOCIATE PROFESSOR IN COMMUNICATIONS STUDIES (tenure track) effective July 1, 1990. Applicants must have academic credentials in communications or related areas. Competence in one or more of the following areas required: Marketing Communications, Public Relations, Communications Law/Regulation, Advertising and Consumer Research, Research Methods, Mass Communications Theory.

A doctorate in communications or related area is required as well as a strong record in teaching and research. Depending on qualifications, the successful candidate may teach in one or more other interdisciplinary degree programs such as Canadian Studies, Development Studies, Law and Society, Leisure, Tourism and Society, Peace and War Studies, Science, Technology and Society, Women Studies or Women's Studies.

ASSISTANT PROFESSOR (tenure track) effective July 1, 1990. PhD required. Responsibilities include teaching and coordinating one or two full-year interdisciplinary Heritage courses; other teaching duties dependent on qualifications and interest. The Heritage courses are designed to analyze and interpret a spectrum of ideas as they developed in Western European culture, and to see the relationship of ideas among disciplines from the fine arts through science and technology. Applications from persons competent in one of Canadian Studies, Development Studies, Legal Studies, Leisure and Tourism Studies, Science and Technology Studies, or Women's Studies are particularly encouraged.

Applicants should send a detailed curriculum vitae with the names, addresses and telephone numbers of three referees by November 30, 1989 to: D.B. Jenkins, Acting Dean, Faculty of General Studies.

Salary and rank are commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities.

Faculty of Continuing Education

ASSISTANT PROFESSOR (tenure track) effective April 1, 1990. The successful candidate will supervise and direct the Certificate Programs offered by the Faculty of Continuing Education. Candidates should have an extensive experience of business management and proven experience of working with adult students and an interest in instruction. Preference is given to applicants holding a doctorate in adult education or a graduate degree in management. Applicants should send a curriculum vitae and the names of three referees by November 30, 1989 to: Dr. D. Kirby, Dean, Faculty of Continuing Education.

Department of Curriculum and Instruction

ASSISTANT or ASSOCIATE PROFESSOR (tenure track) in Mathematics Education with special reference to elementary schools effective July 1, 1990. Responsibilities include teaching undergraduate and graduate courses, supervising student teachers and graduate students, and conducting research in mathematics education. Preference is given to applicants holding a completed doctorate, specialization in mathematics education with particular reference to teaching in elementary schools, interest and capability in general curriculum studies, classroom teaching experience, and experience at collaborative work with school practitioners.

Applicants should send a detailed curriculum vitae and arrange to have three letters of reference sent by December 31, 1989 to: Dr. D.A. Roberts, Head, Department of Curriculum and Instruction.

Faculty of Environmental Design

TENURE TRACK POSITION in the Industrial Design program effective July 1, 1990 or earlier. Responsibilities include teaching in the Industrial Design 3 dimensional design studios, supervising graduate theses, and developing a specialty teaching interest and research capability. The faculty requires teaching capability in product design and product development (from giving for mass production), especially consumer and capital goods. The program addresses the needs of the Western Canadian industrial base and the applications of technology within this context. It also encourages the development of design entrepreneurs capable of innovation and leadership.

Applicants should have a professional advanced degree in Industrial Design or exceptional professional achievement and experience in Industrial Design practice, as well as demonstrated teaching and research capabilities. Qualified female applicants are particularly welcome.

Applicants should send a detailed curriculum vitae, the names of three referees and examples representative of research, professional and/or teaching work by February 15, 1990 to: Chairperson, Search Committee, Faculty of Environmental Design.

Department of French, Italian and Spanish

ASSISTANT PROFESSOR OF FRENCH (tenure track appointment) commencing July 1, 1990. Preference is given to a specialist in Quebec literature with an interest in one or more of the following: Film Studies, Continental Feminist Criticism, Contemporary French Literature or Children's Literature. PhD and publications in field(s) of specialization required. Teaching experience an asset.

Applicants should send a curriculum vitae and arrange for three letters of reference to be sent by December 1, 1989 to: Dr. C.G. Walker, Head, Department of French, Italian and Spanish.

Department of Sociology

TENURE TRACK appointment effective July 1, 1990. Rank is open. PhD required. Specialization in Sociology of Law. Other areas of concentration should include one or more of Criminal Justice in Canada, Juvenile Delinquency and/or Corporate Crime. Strong commitment to teaching, to research in a substantive area and to publication are required.

Applicants should send a detailed curriculum vitae with the names of at least three referees by December 31, 1989 to: Dr. J. DiSanto, Head, Department of Sociology.



Department of Mining and
Metallurgical Engineering

CAMBIOR — NSERC INDUSTRIAL CHAIR IN UNDERGROUND MINING

The Department of Mining and Metallurgical Engineering at Laval University is inviting applications for an Industrial Chair position in Underground Mining. Funding for the Chair has been provided by the mining company Cambior Inc., the Natural Sciences and Engineering Research Council of Canada (NSERC) and Laval University.

This new position involves research and teaching in the area of narrow vein and small scale underground hardrock mining. More specifically, the Chairholder is expected to initiate a research program that will develop mining equipment and new methods of production.

Candidates must hold a degree in mining or mechanical engineering with specialization at the Ph.D. level or equivalent qualifications and an appropriate record of research and/or industrial experience.

The candidate should be familiar with underground mining engineering. Salary will be commensurate with background and experience.

Applicants should send their résumé and the name of three referees by December 1st, 1989 to:

Dr. Edward Ghali, Director
Department of Mining and Metallurgy
Laval University
Quebec City, G1K 7P4, Canada
Tel. (418) 656-7629 or (418) 656-2160
Fax (418) 656-5343

DEAN Faculty of General Studies

Established in 1981, the Faculty of General Studies is an innovative, interdisciplinary Faculty offering BA (Honours) and BSc (Honours) degrees in ten interdisciplinary Majors: Canadian Studies; Communications Studies; Development Studies; Education Studies; Law and Society; Leisure, Tourism and Society; Peace and War Studies; Science, Technology and Society; Urban Studies; and Women's Studies. In addition, it offers programs leading to the MA (Communications Studies) and MCS (Master of Communications Studies) degrees. Learning and research opportunities are provided to approximately 5,741 undergraduate students, 367 majors, and 60 graduate students. The Faculty, through its Student Affairs section also manages the academic programs for all students in the first year of programs leading to degrees in the Faculties of Education, General Studies, Humanities, Management (first and second years), Science, Social Sciences and Social Work. As well, it administers the University's Effective Writing Program.

The Dean, as the senior executive officer of the Faculty, reports to the Vice-President (Academic). The position carries the responsibility of providing vision, direction, and leadership to ensure the continuing success and development of the Faculty. Candidates will possess a Doctorate or equivalent achievement in an appropriate academic field and a distinguished record of teaching, scholarship and administration with demonstrated commitment to integrative, interdisciplinary teaching, research and program development.

This is a unique opportunity to work with a dedicated faculty and staff in new and developing areas of knowledge within one of Canada's dynamic universities. In terms of quality of life Calgary has been rated the top city in Canada with its clean air, superb recreational facilities, sports and cultural life.

The appointment term will be for five years commencing July 1, 1990.

Closing date is November 30, 1989. All replies will be held in complete confidence.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, both men and women, aboriginal people, visible minorities, and people with disabilities.

Nominations, or letters of application, together with a detailed curriculum vitae and the names of three referees should be sent to:

Dr. J.D. Calkin
Associate Vice-President (Academic)
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4





UNIVERSITY OF NEW BRUNSWICK

DIRECTOR

Centre for International Marketing and Entrepreneurship

UNB's Centre for International Marketing and Entrepreneurship is one of a small number of such centres of excellence established in Canada with the support of federal and provincial funds. As an integral part of the Faculty of Administration, its mandate is to foster research, teaching, and provide outreach services to the business community to enhance Canada's competitiveness in a global economy and to stimulate entrepreneurship.

Nominations and applications are invited for the position of Director of the Centre.

Responsibilities: Reporting to the Dean of the Faculty of Administration, the Director shall provide leadership in fulfilling the Centre's mandate. This will involve a mix of administrative, research, teaching and development activities. Appointment term is up to five years, commencing July 1, 1990 or as soon thereafter as possible, renewable, at rank of Associate or Full Professor, tenurable in the Faculty of Administration.

Qualifications: The ideal candidate will have a Ph.D. or equivalent in international business or a cognate field, a strong record of research and obtaining external research funding; teaching in B.B.A., M.B.A. and executive development programs; managerial experience in private or public sector activities related to international business and entrepreneurship. Fluency in two or more languages would be an asset. Salary competitive.

The University of New Brunswick is committed to the principle of employment equity. Deadline for applications: December 29, 1989, or until position filled. Send applications with current curriculum vitae and three names for references to: Dr. R. G. Storey, Dean, Faculty of Administration, University of New Brunswick, P. O. Box 4400, Fredericton, N.B., E3B 5A3. Telephone: (506) 453-4869; Fax: (506) 453-3561.

THE UNIVERSITY OF BRITISH COLUMBIA UNIVERSITY LIBRARIAN SEARCH REOPENED

The University of British Columbia invites applications and nominations for the position of University Librarian.

The UBC Library is the second largest university library in Canada, with a collection comprising 2.7 million catalogued volumes and more than 4 million items in other formats. It provides support for a broad range of undergraduate, graduate, and professional programmes through a system which includes a central library and fifteen branch libraries. The Library has a staff of 370, including about 100 professional librarians, and an annual budget of \$16 million.

The University Librarian is the chief executive officer of the University Library, responsible for the management and development of the Library collection; the provision of library services; the management of the Library budget and allocation of resources; the continued development of automated management and other computer-based information systems; the direction and development of staff resources; the planning of future library services; and the Library's participation in regional, national, and international cooperative efforts. The University is currently engaged in a major development campaign, in which the Library figures prominently. The University Librarian reports directly to the Vice President, Student & Academic Services and is an ex-officio member of the University Senate.

Applicants must have a professional qualification in librarianship. Advanced degrees in librarianship, in addition to the professional qualification, or in other disciplines would be desirable. The successful candidate will have a thorough familiarity with the operation of a modern academic research library; strong leadership and management skills at a senior administrative level and in a collegial environment; and a demonstrated ability to represent the Library persuasively within the University and externally. A firm grasp of the issues facing research libraries and the trends that affect them is essential.

The appointment will be effective July 1, 1990. Salary will be competitive. The University Librarian is appointed for a renewable term of six years and will have a continuing appointment as a librarian. To be assured of full consideration, nominations and applications (including vitae and the names of three referees) should be submitted by January 31, 1990, to:



Dr. K.D. Srivastava
Vice President, Student & Academic Services
The University of British Columbia
6328 Memorial Road
Vancouver, B.C.
V6T 2B3

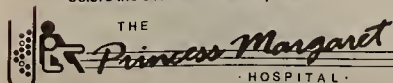
The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian immigration requirements, this advertisement is directed to qualified Canadian citizens and permanent residents of Canada.

Medical Oncologist

The Princess Margaret Hospital, located in downtown Toronto, is Canada's largest centre for cancer research, treatment and education. Currently, the Department of Medicine is seeking a qualified Medical Oncologist with a clinical interest in the treatment of solid tumors.

Within this dynamic environment, the successful candidate will have protected time to conduct a programme in clinical or laboratory-based research and be expected to attract peer-reviewed research funds.

Preference will be given to Canadian citizens or Landed Immigrants in accordance with the Canadian Immigration Law. Eligibility for a general licence to practice medicine from the College of Physicians and Surgeons of Ontario is essential. Interested individuals should send their curriculum vitae to Dr. D. E. Bergsagel, Chief of Medicine, Princess Margaret Hospital, 500 Sherbourne Street, Toronto, Ontario M4X 1K9 before the 30th of November, 1989.



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THE UNIVERSITY OF BRITISH COLUMBIA SCHOOL OF ARCHITECTURE DIRECTOR

Applications are invited for the position of Director of the School of Architecture. The School presently has 14 full-time faculty members, 5 staff, 139 Baccalaureate students in a second degree professional program and 11 Masters students in a post-professional research program. A strong, design oriented program is complemented by research activities which focus on both local and international issues. The School has close ties with the architectural profession in Western Canada and excellent opportunities exist to enhance collaboration with the School of Community and Regional Planning, the Centre for Human Settlements and the Landscape Architecture Program at UBC.

The appointment is expected to be at the level of Professor with tenure. The appointment as Director will be for a five-year term, which may be renewed. Candidates should have outstanding records as practitioners or scholars in architecture and they must have an interest in developing graduate level programs. Administrative experience in an academic environment is preferred. Applications, which should be received by December 4, 1989, must include a curriculum vitae and the names of at least three referees. The successful applicant will be expected to take up this position on July 1, 1990.

The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The salary will be commensurate with experience. Correspondence should be addressed to:



Dean Axel Mølsen, Chairman
Director of Architecture Search Committee
Office of the Dean
Faculty of Applied Science
The University of British Columbia
2006 - 2324 Main Mall
Vancouver, B.C. V6T 1W5, Canada
Tel: (604) 228-6412 Fax: (604) 228-7006



UNIVERSITÉ LAVAL RESEARCH CHAIR In collaboration with NSERC and SEMEX CANADA



The Natural Sciences and Engineering Research Council of Canada in collaboration with Semex Canada agreed to sponsor an industrial chair program at Laval University. The position is offered in the department of Animal Sciences with extensive collaboration possibilities with the Ontogeny-Reproduction and the Molecular-Endocrinology research units at the Laval University Hospital Research Centre. This new position will complete the existing group in animal reproduction where many aspects of embryonic and female physiology are currently investigated. The principal area of research will be the bovine spermatozoa including various aspects of fertilization, sperm biochemistry and related new biotechnologies. The chair will be funded for an initial period of 5 years with possibility of a renewal for a second term. The position offered is a tenure track position with immediate permanency or possibility of a full professor status depending on the candidate's experience. There is no undergraduate teaching responsibilities and extensive personal and material support are included in this position. A large operating grant is also automatically awarded. The potential candidate should be a researcher of international status approaching the most productive period of his/her career. He or she should have the necessary qualifications to hold the rank of full professor and be a recognized expert in his/her field. Both NSERC and Semex Canada approval will be required for the candidate to be accepted by the University. This position will remain open until a suitable candidate is found.

Please send a complete Curriculum Vitae and a letter of application to: Marc-André Sirard, Industrial chair committee, Dept. Zootechnique, Université Laval, Québec, QC, Canada, G1K 7P4. Fax: 418-654-9053.



Director of Libraries

The University of Manitoba is seeking a Director of Libraries.

The University Libraries consist of thirteen unit libraries, located on two campuses with collections of over 1.5 million volumes. Reporting to the Vice-President (Academic), the Director supervises a staff of over 200, including 56 academic librarians, an annual budget in excess of \$10 million, and is responsible for the overall administration and policy co-ordination of all activities of the University Library system.

The successful candidate for this challenging senior position will possess vision encompassing both the traditional and emerging roles of libraries in institutions of higher education. The Director should be capable of providing leadership in directing a major academic and research library; be an effective

communicator and a forceful exponent of the Libraries, both within and outside the University; and have the capacity to work constructively with senior personnel in related areas of computer and communication services. An appropriate professional background is required.

The appointment is expected to commence July 1, 1990, and reappointment is possible under the University of Manitoba's policies.

The University encourages both women and men to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Please contact us in strict confidence to discuss this important position.

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Saint Mary's University

Chairperson Department of Psychology

Nominations and applications are invited for the position of Chairperson of the Department of Psychology. The Department has a full time equivalent complement of sixteen faculty members and a student registration of approximately 2,000 in B.Sc. Honours, majors and general programs. The Department offers the M.Sc. degree in Applied Psychology with concentrations in industrial, organizational and clinical psychology and is an active participant in the Joint Clinical Psychology Ph.D. program with Dalhousie, Mount St. Vincent and Acadia Universities.

The appointment of Chairperson will be at a senior level, effective September, 1990. Applicants should have a proven record of leadership and achievement in education and scholarly activity in a relevant area of Psychology. Applications should include a full curriculum vitae and three references and should be sent before January 15, 1990, to:

Dr. W.E. Jones
Dean of Science
Saint Mary's University
Halifax, Nova Scotia B3H 3C3
(902) 420-5493



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Faculty of Education University of Toronto

Applications are invited for tenure stream positions in the following four areas

- Cognitive Science
- Computers in Education
- English
- Technological Studies

Preferred candidates will possess a doctoral degree and have relevant field-based experience. Demonstrated scholarship is a requirement.

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision, research and field development.

Rank and salary for the position will be commensurate with qualifications and experience. The appointment will commence July 1, 1990 or later.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by January 15, 1990 to Dr. Michael G. Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to Provostial approval.



MEMORIAL UNIVERSITY OF NEWFOUNDLAND St. John's, Newfoundland, Canada

HEAD DEPARTMENT OF COMPUTER SCIENCE

Applications are invited for the position of Head, Department of Computer Science, commencing on September 1, 1990. The Department has 20 full-time faculty members and offers undergraduate and graduate programmes to the M.Sc. level. Among the areas of research are software technologies, AI and expert systems, graphics, VLSI, and database systems. Some faculty hold cross-appointments to the Departments of Biology, Mathematics and Statistics, and Physics. In addition, there is a joint M.Sc. programme with the Faculty of Engineering. Departmental computing facilities currently include 3 MIPS M120 RISC processors, several DEC MICRO-VAXes, SUN workstations and a number of personal computers, all interconnected by Ethernet and running under 4.3 BSD-UNIX. The University Computing Centre maintains a DEC VAX 8800 and three VAX-11/785/VMS-4.1 systems on a cluster, a DEC VAX 11/780 running UNIX, with access to CAD/CAM facilities. The campus is served by a fibre-optic communication network.

Applicants should have demonstrated ability in research and be able to show leadership and administrative ability appropriate to the post. The applicant should have a broad appreciation of the computer science field and be responsive to the diverse requirements of this multifaceted Department. The appointment will normally be made at the level of Full Professor, commencing on September 1, 1990.

Address applications (including the names of at least three referees) or requests for further information to:

Dr. J.E. Strawbridge
Associate Dean of Science
(Chairman, Computer Science Headship Committee)
Memorial University of Newfoundland
St. John's, Newfoundland, Canada, A1B 3X7
Blnet: JSTRABR@MUN.CA
Tel.: (709) 737-8155
FAX: (709) 737-4000

Applications should be received by January 15, 1990. Memorial University encourages both men and women to apply for this position. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada, but all others are encouraged to apply.



Memorial University of Newfoundland

DEAN FACULTY OF EDUCATION

Applications and nominations are invited for the position of Dean of the Faculty of Education. The successful candidate will have a background of scholarship and administrative experience and must demonstrate leadership qualities which will enhance teaching, research and Faculty development.

The Faculty of Education with approximately 85 full-time members and an enrolment of approximately 1,800 full-time students is currently being reorganized. Under the leadership of the Dean, and with three Associate Deans, a non-departmental structure will be implemented.

Salary is negotiable. Closing date for receipt of applications is December 31, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications/nominations, including curriculum vitae and names of at least three referees should be sent to:

Dr. A.M. House
Chairman, Search Committee for Dean
Faculty of Education
Health Sciences Centre
St. John's, Newfoundland
A1B 3V6



The Canadian Association of University Teachers is seeking advice on modernizing computer systems for the Ottawa offices of the Association.

Guidance is needed concerning the purchase of hardware and software for a variety of current and anticipated applications.

Interested parties are invited to write to the Association for a full proposal and to include some indication of experience in this area.

Direct inquiries to:

Mr. Gordon Piché
Acting Executive Secretary
C.A.U.T.
294 Albert St.
Suite 308
Ottawa, Ont. K1P 6E6

Tel: (613) 237-6885
Fax: (613) 237-2105

Deadline for receipt of inquiries is 4:30 p.m., Monday, November 27, 1989.



L'Association canadienne des professeurs d'université sollicite des conseils pour la modernisation de l'équipement informatique du secrétariat de l'association situé à Ottawa.

L'Association a besoin de conseils dans l'achat de logiciel et d'équipement pour diverses applications courantes et prévues.

Les personnes intéressées sont invitées à écrire à l'association pour se renseigner sur le projet complet et à mentionner leur expérience dans le domaine. Prière d'adresser les demandes de renseignements à:

M. Gordon Piché
Secrétaire général intérimaire
A.C.P.U.
294, rue Albert
Bureau 308
Ottawa (Ontario) K1P 6E6

Tél: (613) 237-6885
Télécopieur: (613) 237-2105

La date limite de réception des demandes de renseignements est le lundi 27 novembre 1989, à 16 h 30.

THE UNIVERSITY OF VICTORIA

invites applications and nominations for the position of
DEAN OF LAW

The Faculty of Law offers a three-year program of full-time study leading to the degree of Bachelor of Laws (LL.B.). The Faculty has 25.5 FTE academic and 7 FTE support staff, plus seasonal appointments, and an enrollment of approximately 300 undergraduate students. The curriculum blends together the doctrine, processes, skills, and intellectual and social context of the law. The Faculty has a Law Centre Clinical Program and is associated with the UVic Centre for Dispute Resolution and the Centre for Asia-Pacific Initiatives.

The successful candidate will be an individual who will provide vigorous academic leadership, will possess appropriate administrative ability, will promote teaching and scholarship, and will effectively represent the Faculty within the University and to the profession and the community.

In accordance with Canadian Immigration Requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply.

The appointment will commence July 1, 1990.

Applications (with the names of three referees) and nominations will be received until January 15, 1990, and should be sent to:

Dr. S.E. Scully, Vice President Academic
Chair, Search Committee for Dean of Law
University of Victoria
P.O. Box 1700
Victoria, B.C.
V8W 2Y2



Faculty of Education University of Toronto Institute of Child Study

Applications are invited for a tenure stream position in Child Development and Education.

Preferred candidates will possess a doctoral degree and will be active researchers with applied interests. Demonstrated scholarship is a requirement.

Duties will include teaching at the M.A. level and maintaining a research program.

Rank and salary for the position will be commensurate with qualifications and experience. The appointment will commence July 1, 1990 or later.

Applicants should submit curriculum vitae and should arrange to have three letters of reference sent by January 15, 1990 to Dr. Carl Corter, Chair, Institute of Child Study, 45 Walmer Road, Toronto, M5R 2X2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to Provostial approval.



University of Alberta Edmonton

Chair Department of Elementary Education

Applications and nominations are invited for the position of Chair of the Department of Elementary Education. The Department is one of the largest teaching and research units within the Faculty of Education and consists of 37 regular faculty members. There are approximately 39 resident graduate students within the Department. Members of the faculty in this Department play a significant role in preparing candidates for the B.Ed. degree and/or certification.

The successful candidate for chair should have an outstanding research record and possess excellent leadership qualities.

The appointment will take effect July 1, 1990. Salary will be at the Full-Professor rank (currently the minimum for this rank is \$55,051 per annum). The University will try to facilitate spousal employment within the limits of current Canada Employment and Immigration requirements.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications (including a curriculum vitae and names of three referees) and nominations should be submitted by December 31, 1989 to:

Dr. R.S. Patterson, Dean
Faculty of Education
University of Alberta
845 Education South
Edmonton, Alberta T6G 2G5

The University of Alberta is committed to the principle of equity in employment.



University of Alberta Edmonton

Soil Physicist Department of Soil Science

The Department of Soil Science, Faculty of Agriculture and Forestry invites applications for an academic position in Soil Physics.

The position requires undergraduate and graduate teaching; supervision of graduate students; developing a research program in Soil Physics with external funding; contributing to extension functions.

We are seeking an individual holding a Ph.D. in Soil Physics, or closely related discipline, with a strong background in physics and mathematics, and capabilities in simulation modelling. We wish an emphasis on theoretical soil physics with interests in water and solute transport in porous media. Familiarity with current approaches to computer modelling of transport phenomena and a relevant publication list will be distinct assets.

The Department of Soil Science has 10 academic staff and is in the Faculty of Agriculture and Forestry comprising 108 academic staff members. Collegial interaction is expected with staff in the Department of Soil Science and other Departments involved in agricultural, silvicultural and environmental research.

This is a tenure-track position at the Assistant Professor level for which the current salary range is \$34,970 to \$51,434.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Letters of application, names and addresses of three referees, academic transcripts and a curriculum vitae should be sent, before November 30, 1989, to:

J.A. Robertson, Chairman
Department of Soil Science
University of Alberta
Edmonton, Alberta, Canada
T6G 2E3

The University of Alberta is committed to the principle of equity in employment.

THE SCHOOL OF ARCHITECTURE University of British Columbia

One full-time, tenure track position is available from July 1, 1990 for a person qualified to teach and direct research in the field of computer applications in Architecture. Assignments will include supervising post-professional graduate research, teaching in a three-year professional Bachelor of Architecture program and developing a comprehensive computer facility within the School. The appointment will be made at the Assistant or Associate Professor level depending on the experience of the candidate. Candidates must hold a professional degree in Architecture and a post professional degree in current and emerging computer applications in Architecture and capable of bridging computer techniques with studio teaching. Preference will be given to candidates with teaching experience, research and publications in the area of specialization.

The salary will depend on rank and experience and the position is subject to final budgetary approval. Applicants should send resumes and a list of referees by January 31, 1990 to:



Professor D. Shadbolt, Director
School of Architecture
The University of British Columbia
6333 Memorial Road
Vancouver, B.C. V6T 1W5

The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.



University of Alberta
Edmonton

Cardiologist

The Department of Medicine is seeking a young Cardiologist for a tenure track vacancy in the Division of Cardiology. Skill is required in invasive cardiology, cardiac catheterization, echocardiography, teaching and establishing clinical trials. The individual will have an M.D. degree, a certificate of special competence in Cardiology from the Royal College of Physicians and Surgeons of Canada, and eligibility for licensure in Alberta. Appointment will be to the rank of Assistant Professor (\$34,970 - \$51,434 per annum) and membership in the Department Practice Plan will ensure competitive clinical earnings.

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

A letter of application, up-to-date curriculum vitae, and the names and addresses of three references should be submitted by 30 November, 1989 to:

Dr. E.G. King, Chairman
Department of Medicine
University of Alberta
2F1 W.C. Mackenzie Centre
Edmonton, Alberta T6G 2R7

The University of Alberta is committed to the principle of equity in employment.



University of Alberta
Edmonton

AGT Chair in Strategic Management Department of Organizational Analysis Faculty of Business

Applications are invited for the AGT Chair in Strategic Management. Candidates should have an outstanding research record. An attractive and competitive salary is made possible by the generosity of Alberta Government Telephones and the Government of Alberta. Final stipend and salary determination shall be made after selection.

The closing date for applications is December 1, 1989.

Applications, including the names of three referees, should be forwarded to:

Royston Greenwood
Chairman
Department of Organizational Analysis
Faculty of Business
University of Alberta
Edmonton, Alberta, Canada
T6G 2R6

The University of Alberta is committed to the principle of equity in employment.



Memorial
University of Newfoundland

The School of Nursing invites applications for tenure track teaching positions in the undergraduate program.

Applicants should have at least a Master's degree with clinical expertise. Clinical areas of nursing needed are: pediatrics, medical/surgical, community health and maternal-child.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Salary will be in accordance with the collective agreement. Applications, accompanied by a curriculum vitae and the names and addresses of three referees, should be submitted by November 30, 1989 to:

Dr. L.K. Herdy
Professor and Director
School of Nursing
Memorial University of Newfoundland
St. John's, Newfoundland A1B 3X6
(709) 737-7271; Fax: (709) 737-6400



The University of British Columbia

Centre for Integrated Computer Systems Research (CICSR)

This Centre presently comprises over 40 research faculty in Computer Science, Electrical Engineering, and Mechanical Engineering. Its objective is to foster interaction and collaboration among the academic researchers and their industrial colleagues. Four of ten new tenure track positions are still available, and may be in the Department of Computer Science, Electrical Engineering, or Mechanical Engineering, or some combination. Candidates must have a Ph.D. degree, and be trained and actively involved in research in computer-related areas appropriate to CICSR. The four positions still available are:

1. Full Professor position in Computer Systems area (Computer Science Department)
2. Full Professor position in Computer Graphics area (Computer Science Department)
3. Asst. or Assoc. Professor position in Computer Engineering (Electrical Engineering Department)
4. Assoc. Professor position in Automation and Robotics (Mechanical Engineering Department)

Appointments will be made starting January 1, 1990 or as soon as possible thereafter. Closing date for applications is January 31, 1990. Salary will be commensurate with qualifications and experience. In addition to salary, major funds are available for research equipment and infrastructure. Successful candidates will be eligible for fellowships with the Advanced Systems Institute of British Columbia, which provide salary stipends, teaching relief, and further research support.

The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, foreign applicants are also encouraged to apply. Send complete curriculum vitae, names of research, and the names of three referees to: J.M. Vaneh, Director, Centre for Integrated Computer Systems Research, University of British Columbia, Vancouver, B.C., Canada V6T 1W5.



THE UNIVERSITY OF MANITOBA
Department of Computer Science
FACULTY POSITIONS

Department of Computer Science, University of Manitoba invites applications for two full-time tenure track positions, at the assistant professor level commencing July 1, 1990. Applicants from all areas of specialization are encouraged to apply though preference may be given to applicants in the areas of computer architecture, logic, software engineering, operating systems and databases. Minimum qualifications are Ph.D. in Computer Science held or expected by July 1990, or equivalent. Salary will be dependent on qualifications and experience.

The Department currently has 22 full-time tenure track faculty members and a number of term positions, and offers full range of both undergraduate and graduate programs, including co-operative programmes. We currently have 48 Masters and 15 Ph.D. students.

While the department is a well-established one, it has recently entered a new, expansionary phase. We are currently reviewing and extending our graduate and undergraduate programmes. This is an excellent opportunity for good, young researchers and teachers to get in on the ground floor of an exciting department.

The Department provides good technical support for both teaching and research. Current and planned departmental facilities include a number of Unix-based RISC workstations, Micro VAXes, Symbolics 3640, and many personal machines, all connected via Ethernet. The Department has well-equipped micro-computer and digital logic teaching labs. The University Computer Centre provides virtually unlimited access to mainframe and personal computing facilities, including additional workstation facilities and electronic mail connections, for all staff and students.

Winnipeg has a great deal to offer, both culturally and recreationally with a number of professional and other ethnic arts groups, professional hockey, football, and soccer teams, and many opportunities nearby for all types of outdoor activities in all seasons. The Winnipeg housing market is one of the most favourable in Canada to the home buyer.

Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names of three referees by January 15 to: PETER R. KING, HEAD, DEPARTMENT OF COMPUTER SCIENCE, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, CANADA, R3T 2N2; (204) 474-8313; Fax (204) 269-9178.



MEMORIAL UNIVERSITY
OF NEWFOUNDLAND
St. John's, Newfoundland, Canada
HEAD

DEPARTMENT OF BIOLOGY

Applications are invited for the position of Head, Department of Biology for September, 1990. The Department has 45 full-time faculty members and approximately 60 support staff and offers undergraduate and graduate programs to the Ph.D. level. Research and teaching are, at present, in four main focal areas: marine biology, evolution and ecology, parasitology/entomology, cell biology/microbiology. Some faculty hold cross-appointments to the Ocean Sciences Centre, the department of Biochemistry, the department of Psychology and the Faculty of Medicine.

Applicants should have demonstrated ability in research and be able to show leadership and administrative ability appropriate to the post. The applicant should have a broad appreciation of the biological field and be responsive to the diverse requirements of this multi-disciplinary Department.

Address applications (including the names of at least three referees) or requests for further information to:

Dr. J.E. Strewbridge
Associate Dean of Science
(Chairman, Biology Headship Committee)
Memorial University of Newfoundland
St. John's, Newfoundland, Canada, A1B 3X7
B1net: JSTRAWB@MUN.CA
Tel: (709) 737-1155
Fax: (709) 737-4000

Applications should be received by January 15, 1990.

Memorial University encourages both men and women to apply for positions. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.



University of Alberta
Edmonton

Chair Department of Applied Sciences in Medicine

The Department of Applied Sciences in Medicine is devoted to applying to medicine the thinking, phenomena, techniques and technologies of engineering, physics, mathematics and computing science. It thus embraces biomedical engineering, biophysics, medical physics, medical informatics and various other specialties. Current research includes biological signal processing, quantitative CT, NMR imaging and spectroscopy, aerodynamics and neurophysiology. There are currently seven professors and twenty graduate students.

Applicants are sought for the position of Professor and Chair of the Department. Applicants must be well established in biomedical research of a pertinent nature, and have some administrative experience. The appointee will be expected to augment the research of the Department, and help expand its graduate program and role in the faculty and university.

This appointment will be at the rank of full Professor with salary commensurate with qualifications and experience.

Applicants should reply by November 30, 1989 enclosing a Curriculum Vitae and the names of three referees to:

Dr. Douglas R. Wilson
Dean, Faculty of Medicine
University of Alberta
212.00 W.C. Mackenzie Health Sciences Centre
Edmonton, Alberta, Canada T6G 2R7

The University of Alberta is committed to the principle of equity in employment.

Positions Available / Postes Vacants

ACCOUNTING

THE UNIVERSITY OF WESTERN ONTARIO, Faculty of Social Science. Applications are invited for a limited term faculty position in management accounting. Starting date July 1, 1990. Rank, salary and length of appointment will depend on qualifications and experience. A post-graduate degree and/or professional accounting designation is required. Preference will be given to candidates who have successful teaching experience and a demonstrated commitment to research. The position offers an opportunity for teaching and research within an interdisciplinary administrative studies framework. Applications (curriculum vitae and the names and addresses of three referees) should be sent to Professor I.P. Suttie, Director, Centre for Administrative and Information Studies, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an equal opportunity employer.

UNIVERSITY OF WATERLOO, Business Administration, Accounting. Applications are invited for faculty positions from those with training in management finance in (1) financial accounting, (2) financial management, (3) management accounting and information systems, and (4) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1990 or by arrangement. Appointments available until positions filled. Send resume to Dr. J. Hanne, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The advertisement for these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors where possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

AGRICULTURAL ECONOMICS

UNIVERSITY OF SASKATCHEWAN. Position: Assistant Professor of Agricultural Economics. Position Number: 5017-123. Areas of Interest: Resource economics and quantitative methods. Description: The duties of the position include undergraduate and graduate teaching, development of a strong research program, and supervision of graduate student research and theses. Qualifications: A Ph.D. is required in either agricultural economics or economics. Publications and teaching experience are desirable. Application: Send a statement of professional interest, a C.V., transcripts and the names of three referees to: Head, Dept. of Agricultural Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. Date Available: July 1, 1990. Closing Date: February 15, 1990. In accordance with Canadian Immigration requirements, this advertisement is directed to the first in line to Canadian citizens and permanent residents of Canada.

ANTHROPOLOGY

YORK UNIVERSITY, Faculty of Arts, Department of Anthropology. Applications are invited for a tenure-track position in socio-cultural anthropology as an Assistant Professor level. The appointment will be effective July 1, 1990 subject to final budgetary approval. The successful candidate must have a com-

pleted Ph.D. with a proven publication and research record in the field relevant to teaching. Research specialization is optional, but one that will diversify interests currently represented in the department is preferred. All applicants must have strong theoretical interests and "applied" concerns. In the most interesting and broadly conceived sense of the word. Geographical specialization is optional. Applications including a covering letter indicating teaching and research interests and a detailed resume and at least three references should be sent to: Department of Anthropology, York University, North York, Ontario M3J 1P3. Deadline for applications is February 17, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a programme of employment equity, including affirmative action for women faculty.

CARLETON UNIVERSITY, Department of Sociology and Anthropology. Subject to budgetary approval, applications are invited for a preliminary tenure-track appointment at the level of Assistant Professor. Candidates with a completed Ph.D. and a research specialization in the area of Anthropology will be given preference. Carleton's Graduate Program has been recognized with distinction in three fields: the Anthropology of Symbol, North American Native Studies, and Development/Underdevelopment. Candidates must expertise in one or more of these areas, and particularly Development/Underdevelopment, are encouraged to apply. Submit a curriculum vitae, names of three referees, and copies of publications and/or reports of research in progress to: Professor John de Vries, Chairman, Department of Sociology and Anthropology, Carleton University, Ottawa, Ontario, K1S 5B6. Salary will be commensurate with rank and experience. The advertisement of employment: August 1, 1990. Application deadline: December 31, 1989. In accordance with the requirements of the Department of Employment and Immigration, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Employment equity is a University policy.

UNIVERSITY OF VICTORIA. The Department of Anthropology at the University of Victoria is seeking applications for a tenure track position at the Assistant Professor level from qualified cultural anthropologists whose research interests include applied anthropology in such areas as medicine, education, and development. Geographical specialization is open but candidates with research and teaching interests in S.E. Asia, Oceania, and Africa are particularly encouraged to apply. A Ph.D. or equivalent is required. Please send curriculum vitae and the names of three referees to: Dr. David S. Moyer, Chairman, Department of Anthropology, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. In accordance with Canadian immigration requirements, this advertisement is directed to the first in line to Canadian citizens and permanent residents. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Deadline for applications is 31 December 1989.

BISHOP'S UNIVERSITY, Anthropology. Position: Applications are invited for an initially 3-year term appointment in anthropology at the Assistant Professor level to begin July 1, 1990. The current salary of the Assistant Professor is \$34,020. The applicant should have teaching and research experience in introductory cultural anthropology. In addition, the applicant should have an interest in native peoples and one or more of the following: ethnohistory,

popular culture, symbolism and semiotics, ethnography, and ethnohistory. The position offers an opportunity to introduce anthropology at the undergraduate level within the School of Education. Applicants should submit a curriculum vitae and the names of three referees should be sent to: Dr. A. De Men, Associate Dean, Division of Social Sciences, Bishop's University, Lennoxville, Quebec, Canada, J1M 2Z4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ARCHITECTURE

THE UNIVERSITY OF WATERLOO School of Architecture seeks a full-time design teacher who is also capable of delivering courses in one of the School's academic streams: Cultural History, Technology or Ecology. The School of Architecture is one of four units in the Faculty of Environmental Studies. Ours is a six-year professional programme during which students are assisted in obtaining two years of work experience. At the same time Waterloo is a school where architecture is considered a form of cultural expression, and design a form of open and speculative research. We are seeking an individual with a strong research background and a proven professional experience. Candidates should also possess a strong interest in research, creativity, and criticism. The appointment will be for a two-year period initially and is intended to lead to a tenure track appointment. The successful candidate will be appointed at the Assistant Professor level. The appointment begins September 1990. Letters of application accompanied by a curriculum vitae, a list of references should be sent to: Eric Hadenby, Director, School of Architecture, The University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 by February 1, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women are particularly welcome. This position has been previously advertised. An employment equity employer.

ARCHIVAL STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA. The School of Library, Archive and Information Studies is a graduate professional school administering separate two-year programs leading to the degrees of Master of Library Science and Master of Archival Studies. A new full-time position at the rank of assistant professor is open in the Master of Archival Studies program, subject to budgetary approval. Responsibilities: A normal teaching load at the School is two or three courses per term. There are also archival studies. In addition to teaching duties, all faculty members are expected to participate in the work of School and University committees; to act as advisors to students; and to contribute to development of the archival profession through membership and work in professional associations and societies. Appointees at the rank of assistant professor are expected to engage in research leading to publication. Subject Fields: The School is seeking a candidate who will be able to plan and teach courses primarily in the area of application of archival theory to the administration of archives, including the administration of programs for machine-readable records and archives. Ability to teach in two or more of the following areas is desirable: Information retrieval systems for archives; planning and management of archives and records programs; administration of non-traditional archives (still and moving images, sound archives, architectural

archives, cartographic archives, etc.); and reference and information services for archives. Qualifications: The successful candidates are a graduate degree in archival studies or a related discipline; substantial professional experience in the field of archives and records management; and research and publication in the field of archives. University teaching experience would be an asset. This is a tenure track position. Salary will be based on qualifications and experience. The University provides generous pension, medical and dental plans. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application Closing Date: December 31, 1989. Appointment will be made either on July 1, 1990 or July 1, 1991, depending on budgetary approval. Applications and requests for information should be addressed to: Basil Stuart-Studis, Director, School of Library, Archive and Information Studies, The University of British Columbia, 631-1556 University Avenue, Vancouver, B.C., Canada V6T 1V3; Telephone: (604) 684-4949.

ART EDUCATION

CONCORDIA UNIVERSITY. The Department of Education and Art Therapy, Concordia University has a full-time Art Education position available at the level of Assistant Professor. The position (search re-opened). The appointee will teach courses at the undergraduate, diploma, M.A. and Ph.D. levels and supervise M.A. and Ph.D. theses in Art Education. Candidates should have a doctorate in Art Education. The following are desirable: an outstanding record of research and research (studio and publication of an education research are included); knowledge of French; and experience in administration and program coordination. Rank and salary will be commensurate with the individuals' qualifications and experience. Letters of application must be accompanied by a complete curriculum vitae and the names of three people who would be prepared to serve as references. Applications directed to: Concordia University, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please address all applications to: Elizabeth J. Secca, Chair, Department of Art Education and Art Therapy, Faculty of Fine Arts, Concordia University, 1455 Avenue Levesque Blvd., Montreal, Quebec, J3M 2M5.

AUDIOLOGY

DALHOUSIE UNIVERSITY. Assistant Professor - Audiology: Applications are invited for a full-time tenure-track position at the Assistant Professor level. Ph.D. required. Responsibilities include graduate level teaching in audiology and hearing, research, and engaging in university service. Previous teaching experience and research record is desirable but not essential. Salary is competitive and dependent upon experience and qualifications. Position available July 1, 1990, but will consider letter starting date. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University has a policy of affirmative action in hiring of women. Send letter of application, curriculum vitae, and three letters of reference to: Dr. Walter B. Green, Professor and Director, School of Human Communication Disorders, Dalhousie University, 5599 Fawcett St., Halifax, N.S. B3H 1N2, (902) 424-2296.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA. Research Associate: Available July 1, 1990 subject to availability of funds, to study the structure and functional properties of associated electron transfer enzymes in Escherichia coli. The applicant must have a minimum of 4 years experience and publications in respiratory chain biochemistry, microbiology, and immunological techniques and enzymology. Salary is \$30,864 p.a. Applications, complete with curriculum vitae and names and addresses of three referees, should be submitted by December 1, 1989 to: Dr. Joel Weiner, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2H7. In accordance with Canadian immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents of Canada. The University of Alberta is committed to the principle of equality in employment.

BISHOP'S UNIVERSITY. Applications are invited for whom will initially be a three-year appointment in Biochemistry at the rank of Assistant Professor, effective July 1st, 1990. Candidates should have a Ph.D. in Biochemistry and preferably post-graduate research and teaching experience. The current (\$39,900 minimum) salary of the Assistant Professor is \$34,020 per annum. The desired salary is January 1991, \$40,000 in accordance with the University's salary schedule. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and to foreign immigrants. Applications which should be accompanied by a curriculum vitae and include the names of three referees, should be directed to: Dr. C. L. Amol, Associate Dean, Natural Sciences and Mathematics, Bishop's University, Lennoxville, Quebec J1M 2Z7.

BIOCHEMISTRY

MOLECULAR ENDOCRINOLOGY

UNIVERSITY OF TORONTO. Wanted an MD or Ph.D. Molecular Endocrinologist to be associated with a group of seven independent investigators working on the molecular biology of signal transduction. Members of the Group are located in the University and Research Institutes of Medicine, and the University of Children, and Toronto General Hospital. Appointment will be at the Assistant or Associate Professor level. The laboratory is located in the Max Bell Research Wing of the Toronto General Hospital. Candidates must have postgraduate research experience and be interested in teaching. The position is expected to generate independent research funds and will be eligible for appointment to a system of tenure. Send curriculum vitae and names of references to: Dr. Andrew D. Baines, Professor & Chairman, Department of Clinical Chemistry, 120 College Street, Toronto, Ontario, M5G 1L5.

BIOLOGICAL SCIENCES

UNIVERSITY OF GUELPH. Department of Biomedical Sciences. Research Associate. Cryobiology of Mammalian Embryos. An experienced cryobiologist is sought to lead the cryopreservation sector of a research and development program involving the manipulation of bovine embryos. The appointment will be for a five year term initially in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to employment equity. Applications, including a curriculum vitae and the names of two academic referees, should be sent to Professor K.J. Bettegbe, Department of Biomedical Sciences, University of Guelph, Guelph, Ontario, N1G 2W1 Tel: 519 824-4120, ext. 8258; FAX: 519 877-1450) before December 31, 1989.

BUSINESS

UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions at the rank of Assistant Professor in those with teaching and research interests in International Marketing, Marketing Communications, International Marketing, and International Business. However, other research and teaching specialization within marketing will be considered. Ph.D. or equivalent required. Applications should be at the completion stage of degree. Salary will depend on qualifications. Current salary range \$34,070 - \$51,434. Market supplements ensure that competitive offers are receivable. Appointments normally effective July 1st. Competition closes December 31, 1989. Interested persons should contact Dr. G.B. Reschenhaller, Chairman, Department of Marketing and Economic Analysis, Faculty of Business, University of Alberta, Edmonton, Alberta T6G 2E6. The University of Alberta is committed to the principle of equality in employment.

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in International Marketing, Business Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary will depend on qualifications. The minimum salary for full-time positions available to new faculty is \$34,070. Send resume to: Dr. Jean-Louis Gauthier, Department of Marketing, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. The University of Alberta is committed to the principle of equality in employment.

BUSINESS ADMINISTRATION

& COMMERCE

THE UNIVERSITY OF NEW BRUNSWICK, FREDERICTON. Faculty of Administration invites applications in Accounting, Finance, International Business, Marketing, Management Information Systems, Management, Introduction to Business/Micro-Organization Behavior, Quantitative Methods. Qualification for tenure track positions in all disciplines is Ph.D. completion or equivalent. Preference for students in disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement may be considered for full professor. Term positions at the ranks of Lecturer and Assistant Professor are also available for applicants holding an MBA degree or MSA with a CA designation. Persons with tenure provisions. Submit curriculum vitae and names and addresses of three referees to: Dr. Ronald G. Storey, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3. The University of New Brunswick is committed to the principle of Employment Equity.

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. The Division of Administration invites applications for a full-time tenure track position in Management Information Systems to commence January 1, 1990. Rank and salary commensurate with qualifications. Ph.D. or equivalent required. Candidates with lesser qualifications (MBA with specialization in MIS) may be considered. Applications will be accepted until the position is filled. Please send C.V. and the names and addresses of

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3. ASSURANCE-VIE POUR LA FAMILLE sur la vie du conjoint et des enfants des membres.
4. RÉGIME D'ASSURANCE EFFETS PROFESSIONNELS livres, ordinateurs, etc.

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Name/Nom

Address/Adresse

City/Ville

Province

Code

three referees to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, Saint John Campus, Box 5050, Saint John, N.B. E2L 4L5, Canada. In accordance with Canadian immigration regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

McMASTER UNIVERSITY. Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (I) Accounting; (II) Finance; (III) Information Systems; (IV) Production/Management Science; (V) Human Resources and Labour Relations; (VI) Marketing/International Business/Business Policy; rank of Assistant, Associate or Professor, and a minimum of 10 years of relevant experience. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary commensurate with qualifications, teaching and practical experience. All positions subject to budgetary approval. Applications should be sent to: Dr. William G. Truscott, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

UNIVERSITY OF MANITOBA, Faculty of Management. Applications are invited in the areas of (i) accounting, (ii) finance, and (iii) information systems. Rank is open based on qualifications and experience. Ph.D. or M.B.A. with minimum 2 years possible. Ph.D. or MBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive. Preference will be given to qualified experience and research record. Appointment date is open; July 1, 1990 preferred. Application date closes when position is filled. Both women and men are encouraged to apply. For consideration, your application requirements priority will be given to qualified Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. L. I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R5T 2N2.

SIMON FRASER UNIVERSITY. The Faculty of Business Administration, Simon Fraser University, invites applications for the following positions: 1. Marketing Research/Consumer Behaviour; 2. Business Finance; 3. Industrial Relations; 4. Management Information Systems; 5. Business Law/Accounting; 6. International Business; 7. Small Business/Entrepreneurship. Rank: Assistant or Associate. Successful candidates must have strong research and teaching skills and a Ph.D. in the discipline. Graduate courses and Ph.D. in hand or near completion. Be prepared to actively participate in the development of a new Faculty of Business Administration and at a mutually agreed upon time. Candidates eligible for employment in Canada (time of application are preferred). Salary: \$20,000-\$25,000 annual employment opportunities to qualified applicants. All positions are subject to budgetary approval. Send curriculum vitae and references to: Faculty Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, B.C. V5A 1S6.

WILLIAM W. WILFORD JR., UNIVERSITY. Applications are invited for positions in the areas of Accounting, Human Resources, Marketing, Operations and Decision Sciences and Policy for the 1990-91 academic year. Qualifications: PhD or ABD with teaching and research experience. Rank: Lecturer up to Full Professor. Salary and rank will depend on qualifications and experience. Applications accepted until positions are filled. Positions are subject to budget approval. Send applications to: Dr. Ron Craig, Associate Dean of Business, School of Business and Economics, Willford Trust University, 1000 University Avenue West, Wintered, Ontario N3L 2G5.

QUEEN'S UNIVERSITY. School of Business. Applications are invited for tenure track positions in Marketing (JOB/RIAT and MISI). The positions in JOB/RIAT are for a 3-year term, require approval. Salary and rank will be commensurate with qualifications and experience but appointments are most likely likely to be made to an A.O. (completed or nearing completion) and evidence of strong research and teaching potential are required. Especially for MISI, a minimum of a M.A., MBA, and Ph.D. levels is necessary. Applications will be accepted until positions are filled but should be submitted by December 31, 1989. Candidates of both sexes equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents only. Send names and three references to: Dr. D.L. Anderson, Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF WINDSOR Full-time (tenure-track or limited term) and seasonal positions available in the following departments: (i) Business Administration, (ii) Management Science, (iii) Marketing, (iv) Management Science, (v) Management Science, PhD (or ASD) required for tenure-track positions, MBA acceptable for limited-term positions. Research experience, teaching and research experience desirable. Positions involve research and teaching responsibilities. Salary and benefits commensurate with qualifications and experience. Applications from Canadian citizens or permanent residents are encouraged to apply. It is the intention of the University to fill its vacancies with Canadians.

assistant professors whenever possible. Each applicant should send curriculum vitae and the names of three referees to Dr. Norm Solomon, Acting Dean, Faculty of Business Administration, University of Windsor, Windsor, Ont. N9B 3P4; FAX: 519 973 7073.

CHEMIST

THE UNIVERSITY OF BRITISH COLUMBIA, Department of Chemistry, Research Institute for Environmental Studies, is seeking an individual with strong research interests in the area of environmental problems related to wood and environmental pollutants. Qualifications: Ph.D. and a minimum of 3 years' experience in the use of gas-liquid chromatography, mass spectrometry, in pulping delignification and wood bleaching, and in the use of analytical techniques to wood components and waste products. Essential: experience in the use of gas-liquid chromatography, mass spectrometry. Familiarity with spectroscopic, chromatographic and chemical analysis techniques is required as is a familiarity with data processing methods and computer applications. Salary: \$26,000. External funding permitting, this position includes the possibility of further extensions. Salary will depend upon qualifications and experience. For consideration and addresses of three referees to: Professor David Dolphin, Department of Chemistry, University of British Columbia, 6031 University Avenue, Vancouver, B.C. V6T 1Z1, Canada. Please send resume by 1989. The University of British Columbia is committed to the Federal Government's policy of equality and encourages applications from all qualified individuals in accordance with Immigration and Employment. Candidates will be given to Canadian citizens

THE UNIVERSITY OF WINNIPEG
Department of Chemistry, Assistant Pro-
fessor positions are available. Applications
are invited for a tenure-track
position in Inorganic Chemistry to com-
mence in September 1990. The successful
candidate must possess a Ph.D. in
Inorganic Chemistry, preferably with
experience in the field. The University is primarily an
undergraduate institution and is committed
to excellence in teaching and
research. The Department offers a pro-
gram of graduate studies in Chemistry,
including a co-op option. The successful
candidate will be expected to teach in-
organic chemistry, supervise graduate
students in the laboratory, and some
administrative responsibilities.
The successful candidate should have an
intermediate level and to develop a
research program in inorganic chemistry.
Interested persons should send their
curriculum vitae and references (dated
January 15, 1990). Applications con-
sisting of a curriculum vitae, an outline
of research interests, and a list of
addresses of these referees should be
sent to: Dr. J. H. N. L. Frost, Professor and
Chairman, Department of Chemistry,
University of Winnipeg, Winnipeg,
Manitoba, R3S 0W0, Canada. Tel: 223-
8890. In accordance with Canadian
immigration regulations, this advertise-
ment is open to Canadian citizens and
permanent residents of Canada.
Women and minorities are encouraged to ap-
ply. This position is expected to ap-
ply normal considerations.

UNIVERSITY OF ALBERTA, Analytical Chemistry Research Assistant. Salary range, \$23,000 to \$25,000. Qualifications: Ph.D. in analytical chemistry with established expertise in electrochemical trace element analysis and statistical treatment of analytical data. Writing and supervisory skills also required. Resume and two references to: Dr. B. Kretschy, Department of Chemistry, University of Alberta, Edmonton, Alberta, T6G 2G2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be received by November 1, 1989. The University of Alberta is committed to the principle of equity in employment.

UNIVERSITY OF WATERLOO, Tenure-track Faculty Position in Experimental Physical Chemistry
The University of Waterloo invites applications for a tenure-track faculty position in experimental physical chemistry at the level of Assistant Professor, to begin July 1, 1992. The successful candidate is subject to a probationary period and should ideally have a Ph.D. in the areas of Chemical Physics or Physical Chemistry. The position offers an excellent educational experience. We are seeking an individual of outstanding background and proven ability to develop and lead an independent research program and graduate students in undergraduate and graduate courses. Areas of specialization in experimental physical chemistry or physical chemistry will be considered. The position will be commensurate with education and experience. The Department offers a competitive salary and excellent benefits in which to work. The Guelph-Waterloo Centre for Graduate Work in Chemistry (GWCW) is a research organization with 15 GV2s, and has one of the largest concentrations of graduate students in Canada. The Centre for Molecular Beam and Laser Chemistry, an interdisciplinary research centre in chemistry and physics, is also located on campus. The University represents one of the most active physical chemistry physics research centres in the world. The University's Department of Physical Chemistry groups provides strong interest on and support for experimental physical chemistry in accordance with the Canadian Immigration Act. The advertisement is directed to Canadian citizens and permanent residents. A complete application must include a curriculum vitae, a list of publications, a list of references, and a description of the outline of proposed research and the names and addresses of at least three

references. The application should be sent to Professor F.R. McCourt, Chairman, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for applications is January 15, 1990. It is the intention of the University of Waterloo to fill its vacancies with assistant professors, wherever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

UNIVERSITY OF WATER
Chemistry: Applications are bel

Chemistry Applications are being accepted for the position of **Research Associate** in the Department of Chemistry, University of Waterloo, Applied Chemistry Program, 200 St. David's Street, Waterloo, Ontario, N2L 3G1. The Chemistry or Chemical Physics with post-doctoral experience in the areas of molecular spectroscopy, laser spectroscopy, mass spectrometry and ion cyclotron resonance spectrometry. Duties will include the design and development, operation of research mass spectrometry equipment, research in ion cyclotron resonance spectrometry, and the selection and supervision and training of junior co-workers. Salary will be \$25,000 p.a. plus benefit. All inquiries should be directed to Professor J. H. Duerksen, Department of Chemistry, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications should be sent to the above address as possible. The deadline for receipt of applications is December 15, 1989. In accordance with the University's Equal Opportunity requirements this advertisement is directed to Canadian citizens and permanent residents. The University is committed to the policy of the University of Waterloo to fill its vacancies with assistant professors, wherever possible. Applications from women are particularly welcome. An Employment Equity

PROFESSOR OF WATERLOO, Tenure Track Faculty Position in Analytical Chemistry. The Department of Chemistry at the University of Waterloo is seeking applications for a tenure-track position in Analytical Chemistry at the level of Associate Professor. The position was created in Fall term of 1990. The position is subject to university approval and replaces a retiring professor. The successful candidate must have a Ph.D. and extensive experience in analytical chemistry. Most areas of analytical chemistry will be considered, but preference may be given to those with significant research experience in analysis of inorganic materials or in chromatomics. Duties will include teaching, supervising graduate students, teaching, and conducting research within GWC2. The Guelph-Waterloo Chemistry Institute is an excellent environment for a successful applicant will be expected to have plans for a vigorous research program in the area of analytical chemistry. Applications and experience. A complete curriculum vitae, a list of references (including five and three letters of reference sent directly from the referees, all of which must be dated within the last two years), and a statement of interest in the position in accordance with Canadian immigration requirements, this advertisement is for permanent residents. It is the intention of the University of Waterloo to fill vacancies wherever possible. Qualified women are encouraged to apply. For consideration, send curriculum vitae and letters of reference to Professor F.R. McCourt, Chair of the Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. An Employment Equity

QUEEN'S UNIVERSITY, Department of Chemistry. Applications are invited for Postdoctoral Research Positions in carbohydrate chemistry. Positions are available for individuals having experience in carbohydrate synthesis or polysaccharide chemistry. The successful candidates will join a research group in which they will include chemists and medical scientists. Stipends will be at NSERC rates and will be commensurate with qualifications and experience. Applicants should send a curriculum vitae and references and addresses of three referees to: Professor W.A. Szarek, Department of Chemistry, Queen's University, Kingston, Ontario, K7L 3N6, Canada.

CLASSIC
McMASTER UNIVERSITY

McMaster University is seeking applications for a tenure-track position of Classical or Modern Greek and Latin. Requirements are a completed Ph.D. The areas of specialization in which the candidate should have demonstrated literature and Roman Art and Archaeology. Preference will be given to candidates with knowledge of both areas. The successful candidate will be expected to contribute to the department's research program and to give very high quality lectures in the very near future and may also be expected to teach in the department in the near future at the undergraduate level. Salary is dependent upon qualifications; the starting salary for a full-time professor in 1989/90 is \$32,575. Applications, including curriculum vitae and letters sent in confidence to the search committee, should be addressed to: Dr. P. Kingston, Chairman, Department of Classics, Topog Salonos Drive, Hamilton, Ontario L8S 4L9. The deadline for receipt of applications is January 15, 1990. Preliminary approval, will be effective on July 1, 1990. Applications will be accepted on a rolling basis. In accordance with Canadian Immigration requirements, this advertisement is open to all qualified persons, including permanent residents. McMaster offers equal opportunity to all qualified persons, regardless of race, sex, age, marital status and ethnic origin.

McMASTER UNIVERSITY. The Department of Classics is an equal opportunity employer and invites applications for a tenure-track position at the Assistant Professor level. The successful candidate will be expected to complete or near completion of Greek and Ar

chaeology as their area of specialization (preference will be given to candidates with a primary interest in a central area of specialization). The successful candidate may also be asked to teach Classical Civilization, Greek and Latin at the undergraduate level. Salary is dependent on experience. For consideration, send resume to Assistant Professor in 1989/90 IS \$32,575. Applications, including curriculum vitae, and letters sent by three academic referees, should be addressed to the Chair of Ancient and Classical Archaeology, Department of Classics, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Canada. The position is full-time and permanent. The salary approval will be effective on July 1, 1990. Applications will be accepted until the position is filled. In accordance with the University's policy on affirmative action, the advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female

COMMUNICAT

CARLETON UNIVERSITY. Mess Comm Applications. Applications are invited for a tenure track position in the Department of Economics. Professor interested in starting July 1, 1990, subject to budgetary approval. Candidates are expected to have in hand a Ph.D. in Economics and a strong publication or a related field. While other fields will be considered, preference will be given to those with strong background in teaching/research interests in two or more of the following areas: international trade, international development, political economy and the media, international macroeconomics, research methods, econometrics, and microeconomics. Send curriculum vitae, copies of recent publications and names of three referees to: Dr. J. G. Wilson, Chair, Economics Communication Hiring Committee, School of Journalism, Carleton University, 1125 Colonel By Drive, Ottawa, K1S 5B6. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Interested persons from these groups are encouraged to apply. Deadline for ap-

COMMUNICATIVE DISORDERS

THE UNIVERSITY OF WESTERN ONTARIO, Department of Communicative Disorders, 300 University Avenue, London, Ontario, Canada's largest university, is seeking applications for a full-time position in the areas of Audiology and Speech-Language Pathology, with 20 full-time faculty, and a research emphasis. The position anticipates making full-time faculty appointments. In order to accommodate a growing number of students in the program, these positions will be available on or after July 1, 1990, subject to the approval of the University of the following types of candidates: POSITIONS 1 AND 2: Ph.D. level, specializing in DIAGNOSTIC AUDIOLOGY; POSITION 2: Ph.D. level, specializing in SPEECH-LANGUAGE PATHOLOGY; POSITIONS 3 AND 4: Ph.D. level, Speech in Child Language and Disorders; POSITIONS 5 AND 6: Ph.D. level, NEUROGENIC DISORDERS OF SPEECH AND LANGUAGE, with apraxia, dyslexia, and/or dysgraphia as areas of particular interest. POSITION 7: Masters-level, Speech-Language Pathology. POSITIONS 8 AND 9: Masters-level SUPERVISOR, in our in-house clinic. Candidates for positions 1-4 must: 1) have a Ph.D. in a related field or a closely related discipline; 2) have appropriate clinical, training and/or research experience; 3) have a strong provincial/canadian background and supported by publications in refereed journals; and 4) provide clear evidence of the research and/or teaching emphasis of the externally-funded program of research in which the Department and/or its affiliates are currently engaged. This includes teaching, research, graduate student

supervision and service on Department committees. The position is a full-time position that will be 23 years limited on appointments, and are expected to be at least 23 years old. The position offers the possibility of appointment to tenure, track positions or at the Associate Professor level. The position is expected to commensurate with qualifications, within the range \$40,000.00 to \$50,000.00/year. Candidates must have: 1) a minimum of a Masters degree in Speech-Language Pathology; 2) have appropriate training and experience in clinical and/or academic accreditation; 3) have several years of not clinical experience, including student teaching and/or clinical experience; 4) progressively-increasing responsibilities; and 4) have a strong record of research and/or clinical service and supervisory duties. Will include teaching clinical student supervision, and service on the Department's Clinical and Academic committees. The appointment will be for 2 or 3 year term appointment. Initial salary will be commensurate with qualifications, within the range \$40,000.00 to \$45,000.00/year. Candidates must have a minimum of a M.A. or M.S. in Speech-Language Pathology. Supporting documents and three letters of recommendation are received by Dr. Donald G. James, Department Chair, at the University of Western Ontario, 100 University Ave., Ontario, Canada N6G 1H1, not later than 15 December, 1989. In accordance with the University's recruitment requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an equal opportunity employer.

COMPUTER SCIENCE

THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Computer Science is seeking outstanding individuals to fill the following positions. One of the University's research centres, the Centre for Computer Graphics, is a leading centre in Computer Science, and outstanding candidates from all areas are invited to apply. The Department has 1500 students and 1500 tickets in this effort. Assistant Professor applicants must demonstrate exceptional research and teaching abilities. A Ph.D. or equivalent in Computer Science or related area is required. Assistant Professors must have an outstanding record of achievement in research and teaching. Successful candidates are expected to pursue an active research program in the graduate and undergraduate teaching, and supervise graduate students. Position descriptions and salary survey are available on request. Salary will be commensurate with relevant experience. The University of British Columbia is a leading research university, surrounded by beaches, lush green forests, and spectacular views of the Pacific Ocean. The campus is a 15 minute drive from both Vancouver and Seattle. The University offers a unique combination of unsurpassed opportunities for outdoor recreation and a world class research environment. For consideration, please send your resume and the names of three references to: Dr. J. R. B. Smith, Head, Department of Computer Science, University of British Columbia, Vancouver, B.C. V6T 1W6. Applications will be accepted until February 1, 1990. In accordance with Canadian Immigration regulations, all offers of employment are subject to the approval of the Federal Government's employment equity program and encourages applications from women and minorities. All positions are subject to final budgetary

QUEEN'S UNIVERSITY, KINGSTON, ONTARIO, CANADA. Computing and Information Science. Applicants are invited for a limited-term faculty position of up to three years in the area of programming languages and systems. The successful candidate's research will support the department's participation in the Information Systems Research Institute (ITRI), one of the Ontario government's Centres of Excellence. Applicants will normally have a Ph.D. in Computer Science or a closely related discipline (or be nearing completion of this degree). The position is a full-time position with a time faculty supported by 10 research staff. Research activity is mainly in systems and languages, algorithms, semantics, Information systems, artificial intelligence, and applications. We offer a competitive salary, a Ph.D. stipend, and a Ph.D. graduate student. Resumes and references should be sent to the Department of Computer Science, Box 2800, Kingston, Ontario, Canada K7L 3N6. Please include an IBM 3081 system run.

ning VM/CMS in the Computing Centre, departmental facilities based on a network of 100 PCs, 100 workstations, 100 terminals, 3650, and a variety of other machines and special equipment. Kingston has a population of about 100,000, located halfway between Toronto and Montreal in one of the prime recreation areas of the Great Lakes. Kingston was founded in 1841, and is one of Canada's oldest universities. The student population is about 11,000, of whom 1500 are graduate students. About 10% of the student body are minorities, and are particularly welcome. In accordance with Canadian Immigration law, the University of Kingston is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names of three referees to the following address: Dr. J. M. MacKenzie, Director, 1990 to: Henk Meijer, Chair of the Appointments Committee, Department of Computing, Information, and Communications, University of Kingston, Kingston, Ontario, Canada K7L 3N6. Telephone: 613-545-8057. Electronic mail: meijer@uak.ca

THE UNIVERSITY, KINGSTON, ONTARIO, CANADA. Computing and Information Science is a leading research department, offering a variety of research positions, for one or more tenure-track positions, starting in July 1990. Highly qualified applicants are encouraged to apply. Applicants will normally have a Ph.D. in a related field and a strong background in a discipline (or be nearing completion of this degree). The Department has more than 100 faculty members, with a strong research staff. Research activity is mainly in systems and languages, algorithms, and artificial intelligence, and in the areas of artificial intelligence, and applications. We have approximately 10 full-time M.Sc. students and 100 B.Sc. students. Our research support includes an IBM 3081 system running VM/CMS in the Computing Centre, and a VAX 11/780 in the Department. The network of approximately 50 Suns, Symbolics 3600, and a variety of other workstations. The Department is located in Kingston has a population of about 20,000, and is located on Lake Ontario. Kingston is one of the prime recreational areas of the Queen's University was founded in 1827. The University has 10 faculties and 100 departments. The student population is approximately 10,000, of whom 15% are graduate students. Approximately 10% of the student population are from minority groups are particularly encouraged to apply. Immigration and naturalization requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names of three referees by January 31, 1990, to the Department of Appointments Committee, Department of Computing and Information Science, The University of Kingston, Kingston, Canada K7L 3N8; Telephone: (613) 346-5111.

13-045-0057 Electronic mail: Henk.Miller@QueensU.ca
Henk Miller, Department of Computing Science, Applications are invited for two tenure-track positions at assistant and associate professor levels. Responsibilities include research, teaching, and supervision of graduate and undergraduate levels. Strong candidates from all research areas will be considered. For more information, the department has recently undergone significant expansion and consists of 36 faculty members. The department has hardware support for research including a 100 Mbps Ethernet network of IBM SP/1000 and SP/2000 workstations, a 100 Mbps Ethernet network of 100 PCs, and a 100 Mbps Ethernet network for A/D, database, distributed systems, graphics, image processing, programming languages, and other research. Access to a Cyber 205 is available. The current salary range is \$34,570 to \$54,570. Send curriculum vitae, references, and three copies of three reprints or copies of important papers to: Dr. Paul G. Sorenson, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6S 2H1. Applications will be accepted until the position is filled. The University of Alberta is committed to the principle of equal opportunity.

Department of Employment
UNIVERSITY OF WATERLOO the Department of Computer Science at the University of Waterloo comprises 40 full-time faculty members and 100 staff who are responsible for research and teaching activities. The Department and the University of Waterloo Computer Centre have a combined area of 300,000 sq. ft. William G. Davis Computer Building, 200 King Street West, is the home of the Department. The Province of Ontario has awarded a five-year (renewable) Contract of Excellence to the University of Waterloo which provides funding for basic and applied research in computer science to the University of Waterloo. The University of Toronto (with participation from the University of Waterloo and the University of British Columbia) has been awarded a grant from the Government of Canada. The University of Waterloo invites applications for faculty positions in Computer Science. A Ph.D. in Computer Science is required, with evidence of outstanding research in the area of hardware and software. Salary is commensurate with experience. The University of Waterloo is an equal opportunity employer. Recent Ph.D. graduates are particularly welcome. Inquiries should include a curriculum vitae and a list of three references and should be directed to the chairman, Prof. P.A. Lapinskas, Department of Computer Science, University of Waterloo, Waterloo, Ontario N2L 2G1. The University of Waterloo is an equal opportunity employer. Canadian immigration requirements may apply. For more information, direct to Canadian citizens and permanent residents. An Employment Equity Statement is available upon request.

DENTIST

UNIVERSITY OF MANITOBA. Applications are invited for a full-time tenure position in the Department of Periodontology in the Graduate Program in Periodontics at the University of Manitoba. The successful candidate will have successfully completed a recognized graduate program in Periodontics and Orthodontics and hold a degree from the Royal College of Dentists (Canada). The Candidate must be an experienced clinician with a minimum of 5 years' experience in the field of Periodontology. Responsibilities include: administration of a fully accredited graduate Periodontology program; teaching of Periodontology clinical teaching primarily in the graduate area, with some involvement in the undergraduate program; supervision and scholarship activity. Salary and academic rank commensurate with qualifications. Applications from both women and men are encouraged to apply. Priority will be given to Canadian citizens or permanent residents. The successful candidate will be expected to report or as soon as possible thereafter. Enquiries, current curriculum vitae and the completed application form should be submitted to: Dr. J. N. Wright, Professor and Head, Department of Stomatology and Periodontology, University of Manitoba, 280 Bannerman Avenue, Winnipeg, Manitoba, R5S 0V2.

UNIVERSITY OF SASKATCHEWAN College of Dentistry, Oral Pathology. A full-time academic position is available as an Assistant Professor (1990-1991). Responsibilities include teaching, research, and administration of a histopathological diagnostic service. The successful candidate must have an Oral Pathology degree. Salary and rank commensurate with qualifications. Applications should be submitted to the Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Application, curriculum vitae, together with three names for references persons, Head, Department of Diagnostic Stomatology, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

DRAM.

UNIVERSITY OF REGINA. Department of Drama. Applications are invited for a tenure-track position at the rank of Assistant Professor. The successful candidate will be required to teach in the areas of dramatic literature and acting. He/she will also be asked to direct departmental productions. Desirable qualifications are a Ph.D. in Drama and an M.F.A. or equivalent professional experience in theatre. University teaching experience

tion citizens and permanent residents of Canada who are fluent in English. Applications are invited for tenure track position in Medieval or Renaissance Literature, to commence July 1, 1990. The successful candidate will be responsible for teaching, supervising student research, and maintaining a record, and relevant teaching experience. The University is committed to a policy of employment equity; females are encouraged to apply. It is the intention of the University to fill vacancies of the Assistant Professor level, if possible. Send letter of application, curriculum vitae, and references to: Dr. R. Richter, Professor in Charge, Department of English, University of Windsor, Windsor, Ontario, N9A 3P4. Canada Deadline for applications: March 1, 1990. For more information on Canadian Immigration requirements, the advertisement is directed, in the first instance, to Canadian citizens and permanent residents.

tion and international financial commitment. Very strong research and development ranks required for high ranks require strong evidence of research productivity. Faculty involvement in development programmes and executive programmes with industry encouraged. Opportunity to join a productive and innovative faculty and benefits very competitive. Positions are also invited for limited positions. Experience is an irrelevant factor. Experience is expected. Concordia University is committed to employment equity and encourages applications from qualified persons and members of minority groups. In accordance with the Canadian Human Rights Act and the Canadian Human Rights Commission regulations, this advertisement is directed at Canadian citizens,

est en plein accord. Les candidats à la maîtrise de la langue française, la charge d'enseignement complémentaire, l'ouverture de ces postes est prévue pour l'automne 1985. Les professeurs auront fonction des qualifications et de l'expérience des candidats. Les postes seront créés à compter du 1^{er} juillet 1985. Les dossiers de candidature seront déposés au Centre de la langue française des demandes, accompagnés d'un curriculum vitae détaillé et d'une lettre de motivation, à l'adresse L.L.Fong, Directeur adjoint de l'enseignement de français, 1873 East Broadway, Vancouver, B.C. V6T 1W5. Concomitamment, les candidats doivent adresser une lettre, cette annonce s'adresse aux personnes candidates et aux résidents permanents du Canada. Le programme de la maîtrise de la langue française respecte le programme de la maîtrise de la langue française, conformément à l'accréditation des mandats de toute personne qualifiée.

must demonstrate research and teaching competence. Canadian immigration regulations require the University of Victoria to accept only Canadian citizens and permanent residents of Canada before assessing applications. The University of Victoria offers equal employment opportunities to qualified male and female applicants and is particularly encouraged to apply. Applications and references should be sent by January 31, 1989 to Dr. Michael C.R. Cantwell, Department of Biology, University of Victoria, P.O. Box 1800 STN. CSC, Victoria, B.C. V8W 2Y2.

UNIVERSITY, Faculty of Arts, Department of Geography. One position, full-time, permanent, is available for faculty approval. Assistant Professor. The successful candidate will be required to complement existing research strengths in the areas of human geography, and to develop a research program in contemporary geomorphology. Ph.D. at least. Graduate work in the field of geomorphology is required as well as an ability to teach at the undergraduate level. Successful candidates should submit a resume and the names of three referees by December 15, 1988.

the departments or disciplines of the Social Sciences. The normal division will be divided between epidemiology and toxicology, to which he/she is appointed. In accordance with Canadian Immigration law, this is the advertisement to recruit to Canadian citizens and permanent residents of Canada. Applicants should send three references to: Dr. Elton B. Director, Office of Gerontological Studies, University of Waterloo, Waterloo, Ontario, L2S 4K1. Applications will be accepted until January 10, 1993.

HEALTH STUDIES

UNIVERSITY OF WATERLOO, Health Studies Health Studies is an innovative, interdisciplinary program that focuses on the integration of biological and behavioral sciences in the study of health and disease.

Established undergraduate and graduate teaching programs reflect the broad areas of research in Health Studies, such as smoking, obesity, stress,

temperament, and personality. The program is designed to provide a broad base of knowledge and skills to prepare students for careers in health-related fields. The program is a joint effort of the University of Waterloo and the University of Guelph. For more information, contact: Dr. Elton B. Director, Office of Gerontological Studies, University of Waterloo, Waterloo, Ontario, L2S 4K1.

to a high level position in American social policy. The Assistant or Associate Professor level is the minimum teaching qualifications required. Preference is given to those with a specialization in the area of health care. Graduate degrees should indicate additional competence. This position is available July 1, 1989. In accordance with immigration requirements, this statement is directed to Canadian citizens and permanent residents. The position is committed to equal opportunity and female candidates are encouraged to apply. Each applicant should send curriculum vitae, the names of three referees by letter, 1, 1989 to D. L. Kulisek, Associate Director, Department of Health, Windsor, Windsor, Ontario, N9B 4X6 (416) 937-7050.

University of York The Department of Health at Trent University invites applications for a tenure-track position, effective July 1, 1989, at the Assistant Professor level in the early modern period of western Europe and Britain. Applicants are preferably interested in women whose research interests

tion and international financial commitment. Very strong research and development ranks required for high ranks require strong evidence of research productivity. Faculty involvement in development programmes and executive programmes with industry encouraged. Opportunity to join a productive and innovative faculty and benefits very competitive. Positions are also invited for limited positions. Experience is an irrelevant factor. Experience is expected. Concordia University is committed to employment equity and encourages applications from qualified persons and members of minority groups. In accordance with the Canadian Human Rights Act and the Canadian Human Rights Commission regulations, this advertisement is directed at Canadian citizens,

Ones, curriculum vitae, and names of three referees should be sent by December 31, 1989 to: Dr. Michael C.R. Leighton, Department of Geography, University of Victoria, P.O. Box 1800, Victoria, B.C. V8W 2Y2.

Journal of the International Association of Cartography. One position, commencing July 1, 1990, subject to university approval. Assistant Professor of Geography. The successful applicant to complement existing program strengths in the areas of environmental, urban, and regional cartography. A Ph.D. in Geography or a related field is required as well as a strong research potential in the field of cartography at the graduate and graduate level. Applicants should submit a resume and the names of three referees by December 31, 1989.

UNIVERSITY OF ALBERTA: The Department of History, University of Alberta, invites applications for the position of full-time professor or visiting assistant professor (1 September 1990 - 30 April 1991) in the area of Canadian History. Applicants should be prepared to teach at least two of the following fields: History ca. 600 - 1750 A.D., Modern History, Canadian History, and/or International Relations. Areas of special interest include: International Relations, Post 1945, the West, or French Language and Canadian Studies, the Medieval Europe, Asia, and International Relations. Current salary (8 months) is \$19,200, depending on qualifications. Minimum qualifications: Ph.D. completion of Ph.D. com-

riculum vitae, three confidential letters of reference and two preprints should be sent to Professor Allan J. McLean, Department of Political Science, University of Alberta, Edmonton, Alberta, T6G 2H4 by the deadline of 15 January 1990 or until position is filled. The position is subject to confirmation of funding. The University of Alberta is committed to the principle of equity in employment. All applications must meet Canadian immigration requirements. This advertisement is for a tenure-track position for Canadian citizens and permanent residents. Qualified women candidates are particularly encouraged to apply.

McGILL UNIVERSITY Department of Political Science. McGill University invites applications for a tenure-track position in Comparative Politics with a specialization in Japanese politics. The East Asia Japan and the Asian NICs Candidates should have a solid grounding in political development theory. This appointment, which is subject to budgetary authorization, is at the Assistant Professor level. The position is of a high rank not precluded. Candidates must have a Ph.D. and demonstrate strong research potential. Salary will be commensurate with qualifications and experience in accordance with Canadian Immigration regulations. Applications, including a curriculum vitae, transcripts, three letters of reference, and any other relevant material should be sent to Professor Robert J. C. Brown, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec H3A 2T1.

McGILL UNIVERSITY Department of Political Science. McGill University invites applications for a tenure-track position in the broad area of Organizational Psychology. This position, which is subject to budgetary authorization, is at the Assistant Professor level, with the possibility of a higher rank not precluded. The position begins on September 1, 1990 (or earlier). Candidates must have a Ph.D. and demonstrate strong research potential. Salary will be commensurate with qualifications and experience in accordance with Canadian Immigration regulations. This advertisement is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is December 10, 1989. Applications, including a curriculum vitae, transcripts, three letters of reference, and any other relevant material should be sent to Professor Robert J. C. Brown, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec H3A 2T1.

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PSYCHOLOGY

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION invites applications for a tenure track senior faculty position in the Department of Applied Psychology's program in Applied Cognitive Science. The applicant should have a well-developed research program in an area of cognitive science having clear relevance to education and should be qualified for postgraduate study at the School of Graduate Studies at the University of Toronto. The Centre for Applied Cognitive Science offers programs in learning, literacy, cognitive abilities, international studies and conceptual development, and applied research. The Centre provides a variety of disciplines. The Department of Applied Psychology is a graduate department with masters and doctoral programs. The Centre includes graduate teaching and supervision in the Department, as well as research conducted through the Centre. The position is available July 1, 1990, or as may be arranged. Rank is open. Applications including an up-to-date curriculum vitae and the names of three or more referees should be submitted by January 15, 1990. Dr. Malcolm A. Levin, Director (Academic), Ref. #354, The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario M5S 1A6. Inquiries may be directed to Professor Malcolm A. Levin, Director (Academic) for Applied Cognitive Science, at the above address. Telephone: (416) 924-6641, or via NetMail: B16Tnet to

SCARDMALLA@UTOISE. In accordance with Canadian immigration requirements, all applicants must be Canadian citizens and permanent residents. All qualified candidates are encouraged to apply.

UNIVERSITY Department of Psychology. Applications are invited for a tenure track position at the Assistant Professor level in the area of PSYCHOLOGY beginning September 1, 1990. Minimum base salary is \$37,000. Interests in and/or experience with a variety of areas are encouraged to apply. Applicants should submit a curriculum vitae, copies of research publications, a brief description of current research interests, and a list of references. The position should also arrange to have three letters of recommendation sent to the address below. Minimum base salary is \$37,000. The position is subject to budgetary approval. Closing date for applications is January 31, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Address all correspondence to D.M. Taylor, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec H3A 2T1.

UNIVERSITY OF GUELPH The Department of Psychology University of Guelph is seeking a tenure-track position in the area of Psychology. The position is at the Assistant Professor level. The position is subject to budgetary approval. Closing date for applications is November 30, 1989. Applications, including a curriculum vitae, transcripts, three letters of reference, and any other relevant material should be sent to Professor Robert J. C. Brown, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec H3A 2T1.

UNIVERSITY OF ALBERTA Department of Psychology. The Department of Psychology, University of Alberta, invites applications for a tenure-track position in the area of social psychology at the assistant professor level. The floor salary is currently \$34,970. The position will be made on the basis of demonstrated research potential (as indicated by publication record, international recognition, and teaching ability. Area of interest should be in social psychology. Undergraduate teaching duties will include Introductory psychology and research methods. The position is subject to budgetary approval. Closing date for applications is November 30, 1989. Applications, including a curriculum vitae, transcripts, three letters of reference, and any other relevant material should be sent to Professor Robert J. C. Brown, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec H3A 2T1.

UNIVERSITY OF WINDSOR Clinical Psychology. The Department of Psychology at the University of Windsor has two tenure track positions available for the year 1990-1991. The position is at the Assistant Professor level. The position is subject to budgetary approval. Closing date for applications is November 30, 1989. Applications, including a curriculum vitae, transcripts, three letters of reference, and any other relevant material should be sent to Professor Robert J. C. Brown, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec H3A 2T1.

UNIVERSITY OF ALBERTA Department of Psychology. The Department of Psychology, University of Alberta, invites applications for a tenure-track position in the area of Psychology. The position is at the Assistant Professor level. The position is subject to budgetary approval. Closing date for applications is November 30, 1989. Applications, including a curriculum vitae, transcripts, three letters of reference, and any other relevant material should be sent to Professor Robert J. C. Brown, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec H3A 2T1.

near complete Ph.D. In experimental psychology. The position is subject to budgetary approval. Closing date for applications is November 30, 1989. Applications, including a curriculum vitae, transcripts, three letters of reference, and any other relevant material should be sent to Professor Robert J. C. Brown, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec H3A 2T1.

THE UNIVERSITY OF LETHBRIDGE Faculty of Arts and Science. Department of Psychology. The University of Lethbridge is seeking a tenure-track position in the area of Psychology. The position is at the Assistant Professor level. The position is subject to budgetary approval. Closing date for applications is November 30, 1989. Applications, including a curriculum vitae, transcripts, three letters of reference, and any other relevant material should be sent to Professor Robert J. C. Brown, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec H3A 2T1.

UNIVERSITY OF OTTAWA Psychology. The University of Ottawa is seeking a tenure-track position in the area of Psychology. The position is at the Assistant Professor level. The position is subject to budgetary approval. Closing date for applications is November 30, 1989. Applications, including a curriculum vitae, transcripts, three letters of reference, and any other relevant material should be sent to Professor Robert J. C. Brown, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec H3A 2T1.

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Canada. In accordance with Canadian immigration regulations, preference will be given to Canadian citizens and permanent residents. The University of Waterloo is committed to the principle of employment equity.

UNIVERSITY OF WESTERN ONTARIO Department of Psychology. The University of Western Ontario is seeking a tenure-track position in the area of Psychology. The position is at the Assistant Professor level. The position is subject to budgetary approval. Closing date for applications is November 30, 1989. Applications, including a curriculum vitae, transcripts, three letters of reference, and any other relevant material should be sent to Professor Robert J. C. Brown, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec H3A 2T1.

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from women candidates are particularly welcome. It is the intention of the University of Waterloo to provide an equal opportunity for all qualified candidates, regardless of race, sex, or age. An Employment Equity Employer.

RELIGION Trinity Western University. Trinity Western University is seeking a tenure-track position in the area of Religion. The position is at the Assistant Professor level. The position is subject to budgetary approval. Closing date for applications is November 30, 1989. Applications, including a curriculum vitae, transcripts, three letters of reference, and any other relevant material should be sent to Professor Robert J. C. Brown, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec H3A 2T1.

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SOCIAL WORK McMaster University. The School of Social Work invites applications for two tenure-track positions. The positions are at the Assistant Professor level. The positions are subject to budgetary approval. Closing date for applications is November 30, 1989. Applications, including a curriculum vitae, transcripts, three letters of reference, and any other relevant material should be sent to Professor Robert J. C. Brown, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec H3A 2T1.

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THE UNIVERSITY OF LETHBRIDGE:
FIRST CALL FOR PAPERS: Studies in
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Resources (Vol. III), Management and
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The Impact of Technology on Management,
and Technology-Mediated Communication,
will particularly include papers that are:
interdisciplinary in approach; of a theoretical,
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possibilities for human resource
requirements placed on users. E. S. Gat-
tatt, Department of Management Research
Unit, School of Management, The University
of Lethbridge, Lethbridge, Alberta,
Canada T1K 3M4. Fax: (403) 329-9202.
E-MAIL: GATT@VP.UM.UMED.BITNET.

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	Vancouver	\$834.00 — \$1119.00	
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From:	Toronto	\$608.00 — \$858.00	
	Montreal	\$558.00 — \$818.00	
	Winnipeg	\$933.00 — \$1141.00	
	Regina/Saskatoon/Edmonton/Calgary	\$993.00 — \$1201.00	
	Vancouver	\$1058.00 — \$1266.00	
To:	ZURICH		
From:	Toronto	\$708.00 — \$978.00	
	Winnipeg	\$936.00 — \$1160.00	
	Regina/Saskatoon/Calgary/Edmonton	\$966.00 — \$1190.00	
	Vancouver	\$971.00 — \$1195.00	
To:	FRANKFURT		
From:	Toronto	\$658.00 — \$928.00	
	Winnipeg	\$778.00 — \$1078.00	
	Regina/Saskatoon/Calgary/Edmonton	\$828.00 — \$1138.00	
	Vancouver	\$878.00 — \$1195.00	

BOOKING CONDITIONS

- Advance booking: — at least 21 days in advance, earlier to avoid disappointment.
- Payments: — deposit of \$125.00 within 7 days of making booking.
- Final payment, and ticketing, at least 21 days prior to departure.
- Maximum stay: — 7 days
- Minimum stay: — 1 year
- Cancellation penalty: — \$125.00 per person
- Cancellation insurance: — \$14.50 — \$22.50 per person (for medical reason only)

ALL FARES AND CONDITIONS ARE SUBJECT TO CHANGE WITHOUT NOTICE.

ADMINISTRATION FEE applicable as follows — payable by cheque or money order only.

London	— 1 year	— \$75.00 per person
Frankfurt	— 1 year	— \$75.00 per person
Paris, Zurich	— 6 months	— \$30.00 per person
Paris, Zurich	— 1 year	— \$75.00 per person
Children: All Destinations		— \$25.00 per child

Not included in the above quoted fares, \$1900 Canadian Transportation Tax per person.
Children's fares available upon request (ages 2-11 years inclusive).

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CHECK OUR
NEW
LOW FARES

From: Vancouver
To:



Our South Pacific Fares



	APEX FARE			EXCURSION FARE			SUPER - APEX FARE		
	Low	Shoulder	High	Low	Shoulder	High	Low	Shoulder	High
SYDNEY / BRISBANE / MELBOURNE / CAIRNS	\$1578	\$1828	\$2048	\$1767	\$2011	\$2231	\$1336	\$1578	\$1864
ADELAIDE / HOBART	\$1767	\$2012	\$2231	\$1950	\$2194	\$2414	\$1519	\$1766	\$2047
PERTH	\$1950	\$2194	\$2414	\$2133	\$2378	\$2597	\$1702	\$1950	\$2230
AUCKLAND	\$1428	\$1674	\$1894	\$1614	\$1858	\$2078	\$1181	\$1430	\$1710
WELLINGTON	\$1492	\$1736	\$1956	\$1675	\$1919	\$2139	\$1244	\$1491	\$1772
CHRISTCHURCH	\$1509	\$1754	\$1974	\$1693	\$1937	\$2157	\$1262	\$1509	\$1790

SEASONALITY: LOW: May - August SHOULDER: March, April, September - November HIGH: December - February

ADD ON FROM OTHER CITIES IN CANADA:

Victoria	\$ 80.00	Regina/Saskatoon	\$ 230.00	Toronto/London/		Halifax/Moncton/	
Calgary	\$ 130.00	Winnipeg	\$ 250.00	Windsor	\$ 350.00	Fredericton	\$ 420.00
Edmonton	\$ 150.00	Montreal/Ottawa	\$ 370.00	St. John's, Nfld.	\$ 380.00	Charlottetown	\$ 450.00

RULES:

- Minimum Stay: 5 Days
- Maximum Stay: 3 Months
- Stopovers Permitted: 2 plus point of turnaround
- Advance Reservation: 14 Days prior
- Ticketing Option: 14 Days prior
- Cancellation Charges: 35% Non-Refundable
- Canadian Transportation Tax of \$19.00 is not included. Children fare available, please inquire. Certain routing restrictions apply. Re-routing is allowed on APEX and EXCURSION fares at a charge.

All information is subject to change without notice.

FOR RESERVATIONS ONLY, TOLL-FREE OUTSIDE ONTARIO 1-800-268-8577

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P.O. BOX 433, 2 First Canadian Place
Suite 2360, Exchange Tower
Toronto, Ontario M5X 1E3
Telephone (416) 366-9771 Telex 06-22512

(416) 366-9771
FOR RESERVATIONS ONLY, TOLL-FREE 1-800-268-8577
Nous offrons aussi un service en français si vous le désirez

QUALITY AND SERVICE UNSURPASSED.

AIR CANADA

air new zealand

QANTAS